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Salary Schedules

for

TEACHING PERSONNEL IN CALIFORNIA PUBLIC JUNIOR COLLEGES

1967 - 1968

BUREAU of
Junior College
ADMINISTRATION
AND FINANCE

UNIVERSITY OF CALIF.
LOS ANGELES

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CLEARINGHOUSE FOR
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SALARY SCHEDULES FOR TEACHING PERSONNEL IN CALIFORNIA PUBLIC JUNIOR COLLEGES, 1967-1968

Prepared Under the Direction of

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SUMMARY OF SCHEDULES

CALIFORNIA PUBLIC JUNIOR COLLEGES

	Basic Schedule Features*				
Junior College Districts	Steps	Classes	Minimum	Maximum Without Doctorate	Bonus For Doctorate
Antelope Valley Joint	14	6	$6,500	$12,950	$500
Barstow	12	5	6,500	13,400	800
Cabrillo	12	6	7,036	13,090	478
Cerritos	14	7	6,700	13,400	500
Chaffey Union	13	5	6,900	12,000	500**
Citrus	13	5	6,600	13,200	600
Coachella Valley	12	4	6,980	12,386	Class IV
Coalinga	13	5	7,130	13,146	2-Step Increments
Compton	12	5	6,910	13,650	Class V
Contra Costa	13	7	7,075	13,675	--
El Camino	13	5	7,200	13,700	450
Foothill	18	5	7,460	14,460	Class V
Fremont-Newark	16	3	7,500	12,400	Class III
Gavilan Joint	13	6	6,500	12,400	500
Grossmont	14	5	6,803	13,586	500
Hancock (Allan) Joint	14	4	6,700	13,030	500
Hartnell Joint	14	4	7,500	13,100	400
Imperial	13	6	5,900	12,340	800
Kern Joint	14	6	7,031	14,001	Class VI
Lassen	10	5	5,800	10,600	500
Los Angeles City	12	6	6,920	12,400	600
Los Rios Joint	12	5	6,804	13,963	Class V
Marin	13	4	7,490	13,889	500
Merced	14	7	6,367	12,416	Class VII
Monterey Peninsula	18	5	7,150	14,513	649
Mt. San Antonio	13	4	7,260	14,850	--
Mt. San Jacinto	14	6	7,300	12,550	500
Napa	13	5	6,366	12,430	Class V
North Orange County	14	7	6,370	13,370	500
Oceanside-Carlsbad	14	6	6,144	12,552	528
Orange Coast	14	5	7,100	13,820	--
Palomar	13	5	6,625	12,836	414
Pasadena City	13	6	6,400	13,972	Class VI
Peralta	12	5	6,951	13,761	--
Redwoods	12	4	6,656	13,120	400
Rio Hondo	14	4	6,400	12,800	400
Riverside	13	7	6,735	13,482	Class VII
San Bernardino Valley Joint	13	8	6,900	13,721	--
San Joaquin Delta	15	7	6,689	13,635	Class VII
San Jose	12	5	7,075	13,495	500
San Luis Obispo County	13	6	6,837	13,282	403
San Mateo	12	9	6,840	14,080	960

**$500 Associate Professor; $1,000 Professor

SUMMARY OF SCHEDULES (continued)

	Basic Schedule Features*				
Junior College Districts	Steps	Classes	Minimum	Maximum Without Doctorate	Bonus For Doctorate
Santa Ana	--	--	--	--	--
Santa Barbara	15	5	$6,600	$13,290	$600
Sequoias, College of the	15	6	7,050	12,000	700
Shasta Joint	13	5	6,700	12,940	515
Sierra	13	4	7,450	13,150	750
Siskiyou Joint	14	7	5,900	11,860	400
Solano County	14	5	6,600	12,520	500
Sonoma County	12	6	6,800	13,400	500
South County Joint	15	5	7,280	14,144	Class V
State Center	14	5	6,907	13,400	--
Sweetwater	15	7	6,600	13,200	330
Ventura County	13	5	6,836	12,987	Class V
Victor Valley Joint	13	6	6,790	13,483	600
West Kern	12	5	7,350	13,650	--
West Valley Joint	12	5	7,250	13,485	725
Yosemite	27	6	6,750	13,580	700
Yuba	15	5	6,743	13,061	Class V
Unified School Districts Maintaining Junior Colleges					
Glendale	13	5	6,920	13,080	480
Long Beach	16	5	6,871	12,925	Class V
Palo Verde	14	6	5,920	10,440	400
San Diego	15	4	7,192	13,217	--
San Francisco	13	1	8,475	13,935	--
Santa Monica	14	9	6,130	13,098	455
Average for 65 districts reporting			6,726	12,958	

*For purposes of this summary, the Basic Salary Schedule does not include super-maximums granted an a merit basis, anniversary increments beyond 16 years, or increments granted after a span of years following the last annual raise on the regular schedule. Those interested in the highest possible maximums should refer to specific schedules.

TABLE 1

Distribution of Full-Time Teachers in California Junior Colleges According to Yearly Salaries and Junior College Actual Enrollment of Districts, 1966–67 [1]

Yearly salary	Teachers employed by school districts according to junior college actual enrollment of districts												Total
	Below 50	50 to 99	100 to 199	200 to 299	300 to 399	400 to 499	500 to 999	1,000 to 1,999	2,000 to 2,999	3,000 to 3,999	4,000 to 9,999	10,000 and over	
Under $5,000													
5,000 to 5,149													
5,150 to 5,299													
5,300 to 5,449													
5,450 to 5,599													
5,600 to 5,749													
5,750 to 5,899													
5,900 to 6,049													
6,050 to 6,199								1			2		3
6,200 to 6,349									3	1			4
6,350 to 6,499				1					2	1	3		7
6,500 to 6,649										6	8	24	38
6,650 to 6,799							1	1	1	1	9	1	14
6,800 to 6,949							4	3	7	8	6	23	51
6,950 to 7,099							4	8	1	8	18	15	54
7,100 to 7,249						1	3	8	8	15	31	26	92
7,250 to 7,399							1	4	5	3	30	22	65
7,400 to 7,549						1	3	3	9	10	44	8	78
7,550 to 7,699				1		1	3	7	5	12	48	27	104
7,700 to 7,849							6	2	6	19	39	22	94
7,850 to 7,999				1			8	10	6	11	46	17	99
8,000 to 8,149				2			5	7	18	19	61	23	135
8,150 to 8,299							4	11	6	15	44	31	111
8,300 to 8,449				2			6	9	14	33	84	40	188
8,450 to 8,599				1			4	11	9	9	51	12	97
8,600 to 8,749				2			5	12	16	16	68	55	174
8,750 to 8,899				2			4	9	8	30	100	16	169
8,900 to 9,049							5	12	18	15	69	59	178
9,050 to 9,199						1	10	17	16	22	81	24	171
9,200 to 9,349				1			12	13	14	34	87	30	191
9,350 to 9,499				1			14	16	16	21	115	67	250
9,500 to 9,649						2	4	7	21	45	82	29	190
9,650 to 9,799						1	5	19	24	16	131	68	264
9,800 to 9,949							8	10	23	28	87	36	192
9,950 to 10,099							5	15	15	16	137	76	264
10,100 to 10,249				1			6	8	27	30	117	44	233
10,250 to 10,399							4	18	11	21	141	54	249
10,400 to 10,549						2	14	19	22	14	126	61	258
10,550 to 10,699							12	14	26	16	156	19	243
10,700 to 10,849						2	8	7	21	25	103	39	205
10,850 to 10,999							1	16	13	22	156	63	271
11,000 to 11,149							3	16	25	48	89	31	212
11,150 to 11,299						1	3	8	20	26	112	112	282
11,300 to 11,449						2	8	8	26	16	107	37	204
11,450 to 11,599							2	19	17	47	113	19	217
11,600 to 11,749							4	7	42	18	121	99	291
11,750 to 11,899							5	32	19	30	126	211	423
11,900 to 12,049							11	12	31	18	96	66	234
12,050 to 12,199							1	10	40	15	81	71	218
12,200 to 12,349						1	3	3	14	24	171	166	382
12,350 to 12,499							2	44	9	25	126	51	257
12,500 to 12,649						1	14	7	24	28	182	53	309
12,650 to 12,799							1	11	3	10	136	30	191
12,800 to 12,949							4	9	11	18	141	42	225
12,950 to 13,099							8	6	17	12	109	10	162
13,100 to 13,249								2	2	8	268	26	306
13,250 to 13,399							6	14	4	8	120	16	168
13,400 to 13,549						1	3	2	9	5	62	12	94
13,550 to 13,699								1	1	6	10	4	22
13,700 to 13,849							1	1	4	1	16		23
13,850 to 13,999							1	3	3	3	27	3	40
14,000 and over							1	12	6	8	81	8	116
Total				15		17	250	524	718	916	4,574	2,098	9,112
Median				$8,525		$10,513	$10,125	$10,571	$10,714	$10,350	$11,012	$11,087	$10,900

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[1] Districts are classified in this study by size on the basis of actual fall enrollment. Beginning with 1965–66 actual fall enrollment is the base for the size classification, whereas in previous years the base was average daily attendance.

Source: Magnuson, Henry W. and Tashnovian, Peter J., Salaries of Certificated Employees in California Public Schools, 1966-67. Sacramento: California State Department of Education, 1967, pp. 10-11.

A NOTE ABOUT THE SALARY SCHEDULES

In addition to the steps and classes in which an instructor may be placed on a particular salary schedule, we have added in parentheses following the dollar amount the number of instructors on a particular step within a class.

Other information that may be found following the salary schedules are the number of maximum steps allowed to a new instructor for either military experience or previous educational, business, or industrial experience. A note of caution must be interjected at this point to indicate that not all junior college districts reported this added information; therefore, no reasonable tabulation of the information would be meaningful.

ANTELOPE VALLEY JOINT JUNIOR COLLEGE DISTRICT
ANTELOPE VALLEY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	$6500	$ 7260	$ 7640	$ 8020	$ 8400	
2	6850 (1)	7610 (1)	7990	8370	8750 (3)	
3	7200	7960	8340	8720 (1)	9100	
4	7550 (1)	8310	8690	9070 (1)	9450 (1)	
5	7900 (1)	8660 (2)	9040 (1)	9420	9800 (1)	
6	8250	9010	9390	9770	10150 (1)	
7	8600	9360 (1)	9740	10120	10500 (3)	
8	8950	9710 (1)	10090 (1)	10470	10850 (2)	
9	9300	10060	10440	10820	11200 (3)	
10	9650 (1)	10410	10790	11170	11550	
11		10760 (2)	11140	11520	11900 (1)	
12			11490 (3)	11870 (1)	12250 (3)	
13				12220 (4)	12600 (1)	13100 (1)
14					12950 (14)	13450 (2)

Classifications

Class I - BA degree
Class II - MA degree
Class III - BA degree plus 45 units including MA degree; or MA degree plus 15 units
Class IV - BA degree plus 60 units including MA degree; or MA degree plus 30 units
Class V - BA degree plus 75 units including MA degree; or MA degree plus 45 units
Class VI - Earned doctorate

BARSTOW JUNIOR COLLEGE DISTRICT
BARSTOW COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 7000	$ 7500	$ 8000	$ 8500	$ 9000
2	7400	7900	8400	8900	9400
3*	7800	8300	8800	9300	9800
4	8200	8700	9200	9700	10200
5	8600	9100	9600	10100	10600
6	9000	9500	10000	10500	11000
7	9400	9900	10400	10900	11400
8	9800	10300	10800	11300	11800
9**	10200	10700	11200	11700	12200
10	10600	11100	11600	12100	12600
11	11000	11500	12000	12500	13000
12	11400	11900	12400	12900	13400

*Teachers with provisional credentials shall not proceed beyond Step 3.
**Maximum starting salary.

An additional $800 will be paid for an earned doctorate.

Classifications

Class I - MA degree
Class II - MA degree with 45 units*** above BA degree
Class III - MA degree with 60 units above BA degree
Class IV - MA degree with 75 units above BA degree
Class V - MA degree with 90 units above BA degree

***Units proffered must be accepted by the Professional Preparation Evaluation Committee.

Note:
1. Teachers with less than an MA degree or Class A Temporary Credential will receive $500 less than Class I on this schedule.
2. This college submitted no information regarding the number of persons on each step of the salary schedule.

CABRILLO JUNIOR COLLEGE DISTRICT
CABRILLO COLLEGE

Steps	Class I	Class II*	Class III	Class IV	Class V	Class VI
1	$7036	$ 7318	$ 7599	$ 7881	$ 8162	$ 8443
2	7458 (1)	7739	8020 (1)	8303 (1)	8584 (2)	8867
3	7881	8162 (1)	8443 (1)	8726	9007	9288 (1)
4	8303 (1)	8584	8867	9147 (2)	9429 (2)	9712 (1)
5	8726 (1)	9007	9288 (3)	9570 (1)	9852	10134 (1)
6	9147 (2)	9429 (2)	9712 (2)	9993 (1)	10274 (4)	10556
7	9570	9852	10134 (1)	10415 (1)	10696	10980
8	9993 (3)	10274 (1)	10556 (3)	10838	11119 (1)	11401 (4)
9		10696 (2)	10980 (1)	11260	11542 (2)	11823 (6)
10		11119	11401	11682 (2)	11963 (1)	12246 (2)
11		11542 (4)	11823 (2)	12105	12386	12668 (1)
12				12527 (6)	12808 (2)	13090 (7)

Classifications

Class I - BA degree; or Vocational Credential
Class II - MA degree; or appropriate Vocational Credential
Class III - BA degree plus 45 units and an MA degree
Class IV - BA degree plus 60 units and an MA degree
Class V - BA degree plus 75 units and an MA degree
Class VI - BA degree plus 90 units and an MA degree

*For placement in Class II, the five-year or Life Class A Vocational Credential or the Standard Designated Subjects Teaching Credential authorizing full-time service and issued for life.

Notes:

1. Credit for previous teaching experience will be granted on a year-for-year basis up to a maximum of five years.

2. Those who have an earned doctorate will receive $478 in addition to placement on Class VI.

3. Instructors may become eligible for a salary increase at five-year intervals after serving at the 12th step. The increase, called a career increment, will be based on the differential between the 5th and 6th steps in Class IV. Instructors in Class IV may earn one career increment equal to that differential. Instructors in Class V may earn two career increments at the rate of one and a half times the differential. Instructors in Class VI may earn three career increments at the rate of twice that differential.

CERRITOS JUNIOR COLLEGE DISTRICT
CERRITOS COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
1	$ 6700	$ 7070	$ 7440	$ 7810	$ 8180	$ 8550	$ 9050
2	7070	7440	7810	8180	8550	8920	9420
3	7440 (1)	7810 (2)	8180 (2)	8550 (1)	8920	9290	9790 (1)
4	7810 (1)	8180 (2)	8550 (5)	8920	9290	9660 (1)	10160
5	8180 (1)	8550	8920	9290	9660	10030	10530 (1)
6*	8550 (3)	8920	9290 (6)	9660 (3)	10030 (1)	10400 (2)	10900 (1)
7	8920 (4)	9290	9660 (4)	10030 (5)	10400 (4)	10770	11270 (1)
8	9290 (4)	9660 (4)	10030 (7)	10400 (10)	10770 (8)	11140 (4)	11640 (1)
9	9660 (4)	10030 (2)	10400 (3)	10770 (2)	11140 (7)	11510 (6)	12010
10	10030	10400 (1)	10770 (3)	11140 (3)	11510 (5)	11880 (4)	12380 (1)
11	10400 (3)	10770	11140 (8)	11510 (6)	11880 (5)	12260 (8)	12760 (2)
12			11510 (2)	11880 (11)	12260 (2)	12640 (5)	13140 (1)
13				12260 (2)	12640 (13)	13020 (3)	13520 (1)
14					13020 (2)	13400 (16)	13900 (6)

*Maximum beginning salary.

Classifications

Class I - BA degree
Class II - BA degree plus 28 units including an MA degree
Class III - BA degree plus 46 units including an MA degree
Class IV - BA degree plus 64 units including an MA degree
Class V - BA degree plus 82 units including an MA degree
Class VI - BA degree plus 100 units including an MA degree
Class VII - Earned doctorate

CHAFFEY UNION JUNIOR COLLEGE DISTRICT
CHAFFEY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 6900	$ 7400 (1)	$ 7900 (1)	$ 8400	$ 8900
2	7200	7700	8200 (1)	8700	9200
3	7500 (2)	8000 (2)	8500	9000	9500
4	7800	8300 (2)	8800 (2)	9300	9800
5	8100	8600 (3)	9100 (1)	9600 (1)	10100 (1)
6	8400 (2)	8900 (2)	9400 (1)	9900 (1)	10400 (1)
7	8700	9200 (6)	9700 (2)	10200 (1)	10700
8	9000	9500 (3)	10000 (3)	10500 (1)	11000 (1)
9	9300	9800 (1)	10300 (5)	10800 (1)	11300 (1)
10	9600	10100 (3)	10600 (1)	11100 (1)	11600
11	9900	10400	10900 (2)	11400 (2)	11900
12	10200	10700 (1)	11200 (1)	11700 (2)	12200 (1)
13	10500	11000 (14)	11500 (18)	12000 (18)	12500 (20)

Classifications

Class I - BA degree
Class II - MA degree; or BA degree plus 40 units
Class III - MA degree plus 30 units; or BA degree plus 80 units
Class IV - MA degree plus 60 units
Class V - Earned doctorate; or MA degree plus 80 units

Note: This schedule is for the assistant professor. For an associate professor add $500 to the schedule. For a professor add $1000 to the schedule.

CITRUS JUNIOR COLLEGE DISTRICT
CITRUS COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 6600	$ 7200	$ 7800	$ 8400	$ 9000
2	7000	7600 (2)	8200	8800	9400
3	7400 (1)	8000	8600	9200	9800
4	7800	8400 (1)	9000	9600 (1)	10200
5	8200 (1)	8800 (3)	9400	10000 (1)	10600
6	8600 (4)	9200	9800 (2)	10400 (4)	11000
7	9000 (4)	9600 (1)	10200 (4)	10800 (4)	11400
8	9400 (1)	10000 (2)	10600 (4)	11200 (3)	11800
9	9800 (2)	10400 (2)	11000 (4)	11600 (5)	12200
10	10200 (3)	10800 (1)	11400	12000 (1)	12600
11		11200	11800 (2)	12400	13000 (1)
12		11600 (3)	12200	12800	13400
13			12600 (6)	13200 (11)	13800 (4)

Classifications

Class I - BA degree and valid teaching credential; or Vocational Credential (no college degree)

Class II - MA degree; or Vocational Credential and an AA degree or 60 units

Class III - BA degree plus 60 approved units including an MA degree; or Vocational Credential and a BA degree

Class IV - BA degree and 80 approved units including an MA degree (units taken to change from Class III to IV shall have prior approval from the Dean of Instruction); or Vocational Credential and an MA degree

Class V - Earned doctorate

COACHELLA VALLEY JUNIOR COLLEGE DISTRICT
COLLEGE OF THE DESERT

Steps	Class I	Class II	Class III	Class IV
1	$6980	$ 7508 (1)	$ 8082	$ 8703
2	7316	7897 (1)	8512 (1)	9181
3	7650 (2)	8275 (3)	8942 (1)	9661
4	7986	8657 (5)	9372	10139
5	8321	9041 (5)	9802 (1)	10618
6	8659 (3)	9424 (4)	10232 (3)	11095
7		9809 (6)	10662 (3)	11575
8		10190 (3)	11093 (3)	12053
9		10574 (1)	11523 (3)	12532 (1)
10			11953 (1)	13010 (3)
11			12386 (6)	13488 (2)
12				13967 (4)

Classifications

Class I - BA degree and valid teaching credential; or vocational credential or encumbered Class "A" Vocational Credential

Class II - MA degree and valid teaching credential; or Permanent Class "A" Vocational Credential, including a minimum of 60 units of college preparation

Class III - Completion of 30 units subsequent to fulfillment of the requirements of the MA degree; or Class "A" Vocational Credential, BA degree and the completion of 15 units subsequent to the fulfillment of the requirements therefor

Class IV - Earned doctorate

Note: 1. One step on the schedule shall be allowed for each two years of elementary or high school teaching, not to exceed four steps. Previous college or university teaching experience, including junior college, shall be credited at the rate of one step for each year not to exceed five steps.

2. Credit for experience in lieu of teaching shall be allowed to a maximum of two steps when in the judgment of the president of the college the work was of such a nature as to add to the professional training and experience of the instructor, and provided the work experience has been within a ten-year period preceding assignment. Such work experience shall be certified by the employing agencies and such certificates shall delineate the duties and responsibilities of the applicant.

COALINGA JUNIOR COLLEGE DISTRICT
COALINGA COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 7130	$ 7731 (1)	$ 8333	$ 8934	$ 9536
2	7432	8033 (1)	8634	9236	9837
3	7731	8333	8934	9536 (1)	10138
4	8033 (1)	8634 (1)	9236	9837	10438
5	8333	8934 (1)	9536 (2)	10138 (3)	10739
6	8634	9236	9837 (1)	10438	11040 (1)
7	8934	9536	10138	10739	11341
8	9236 (1)	9837	10438	11040 (2)	11642
9	9536	10138 (1)	10739	11341	11943
10	9837 (1)	10438	11040	11642 (1)	12243 (1)
11	10138	10739	11341	11943	12544 (5)
12	10438	11040 (1)	11642	12243 (1)	12845 (3)
13	10739	11341	11943 (1)	12544 (2)	13146 (15)

Classifications

Class I	- BA degree plus credential; or initial SDS* credential
Class II	- BA degree plus 45 units; or MA degree; or unencumbered SDS credential plus 30 subsequent to SDS credential
Class III	- BA degree plus 60 units; or BA degree plus 45 units with MA degree; or unencumbered SDS credential plus 45 units subsequent to SDS credential
Class IV	- BA degree plus 75 units; or BA degree plus 60 units with MA degree; or unencumbered SDS credential plus 60 units subsequent to SDS credential
Class V	- BA degree plus 90 units; or BA degree plus 75 units with MA degree; or unencumbered SDS credential with BA degree and 15 units taken after date of BA degree

*Standard Designated Subjects

Note: 1. Verified work experience of two or more years duration which is directly related to a teaching field may be credited on the schedule on the basis of two years' experience for one step on the schedule up to a maximum of eight steps. Only years of verified work experience above the basic requirements for an unencumbered SDS credential may be so applied.

2. The term "Vocational Class A" credential may be substituted where the term "SDS" appears.

3. The holder of an earned doctorate shall be granted an additional amount equal to two step increments.

COMPTON JUNIOR COLLEGE DISTRICT
COMPTON COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 6910 (1)	$ 7500	$ 8090	$ 8680 (1)	$ 9270
2	7265	7855	8445	9035 (1)	9625
3	7620	8210	8800 (1)	9390	9980
4	7975	8565	9155 (1)	9745	10335
5	8330	8920 (2)	9510	10100 (1)	10690
6	8685	9275 (1)	9865 (1)	10455 (2)	11045 (2)
7	9040 (1)	9630 (1)	10220 (1)	10810 (4)	11400
8	9395	9985 (3)	10575	11165 (2)	11755
9	9750	10340	10930 (1)	11520 (3)	12110 (1)
10	10105	10695	11285	11875 (2)	12465
11	10460	11050	11640	12230 (4)	12820
12	10815 (2)	11405 (2)	11995 (3)	12585 (16)	13175 (2)
0th Yr. Prof. Growth	11525 (1)	(2 step increment)		13295 (7)	
5th Yr. Prof. Growth	11880 (1)	(3 step increment)		13650 (11)	14240 (1)

Classifications

Class I - BA degree with General or Special Secondary Credentials
Class II - MA degree
Class III - MA degree with a total of 48 units above the BA degree
Class IV - MA degree with a total of 66 units above the BA degree
Class V - Ph.D.; or Ed.D. degree

Note: A faculty member teaching under a Standard Designated Subjects (Vocational Class A) credential advances to the next class above that for which regular degrees and certification qualify him, up to and including Class III. For other horizontal advancement, faculty members holding such credentials fulfill requirements as specified.

CONTRA COSTA JUNIOR COLLEGE DISTRICT
CONTRA COSTA COLLEGE
DIABLO VALLEY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
1	$ 7075	$ 7375	$ 7675 (3)	$ 7975 (2)	$ 8275	$ 8575 (1)	$ 8875 (1)
2	7475	7775	8075 (1)	8375 (3)	8675 (1)	8975	9275 (1)
3	7875	8175	8475 (6)	8775	9075 (3)	9375	9675 (1)
4	8275	8575	8875 (1)	9175 (2)	9475 (4)	9775 (4)	10075 (2)
5	8675	8975 (1)	9275	9575 (3)	9875 (4)	10175 (1)	10475 (4)
6	9075 (2)	9375 (1)	9675 (2)	9975 (6)	10275 (3)	10575	10875 (3)
7	9475	9775	10075 (4)	10375 (8)	10675 (6)	10975 (4)	11275 (7)
8	9875 (1)	10175 (3)	10475 (1)	10775 (3)	11075 (7)	11375 (7)	11675 (13)
9	10275 (1)	10575 (1)	10875	11175 (5)	11475 (3)	11775 (7)	12075 (21)
10		10975	11275	11575 (4)	11875 (6)	12175 (9)	12475 (14)
11			11675	11975 (3)	12275 (8)	12575 (4)	12875 (15)
12				12375 (1)	12675 (3)	12975 (8)	13275 (7)
13					13075 (14)	13375 (17)	13675 (61)

Classifications

Class I - BA degree
Class II - BA degree plus 15 units
Class III - BA degree plus 30 units; or MA degree
Class IV - BA degree plus 45 units; or MA degree plus 15 units
Class V - BA degree plus 60 units; or MA degree plus 30 units
Class VI - BA degree plus 75 units; or MA degree plus 45 units
Class VII - BA degree plus 90 units; or MA degree plus 60 units; or doctorate

EL CAMINO JUNIOR COLLEGE DISTRICT
EL CAMINO COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 7200 (1)	$ 7400 (1)	$ 7850	$ 8300	$ 8750 (1)
2	7650	7850 (2)	8300 (1)	8750	9200
3	8100 (2)	8300 (5)	8750 (2)	9200 (2)	9650
4	8550 (3)	8750 (4)	9200 (2)	9650 (1)	10100 (1)
5	9000 (1)	9200 (4)	9650 (3)	10100	10550
6	9450 (3)	9650 (6)	10100 (4)	10550 (4)	11000
7	9900 (2)	10100 (8)	10550 (7)	11000 (10)	11450
8	10350 (5)	10550 (3)	11000 (1)	11450 (5)	11900 (2)
9	10800 (1)	11000 (2)	11450	11900 (5)	12350 (1)
10	11250 (3)	11450 (7)	11900 (3)	12350 (3)	12800
11		11900 (22)	12350 (1)	12800 (5)	13250
12			12800 (19)	13250 (4)	13700 (5)
13				13700 (87)	14150 (28)

Classifications

Class I - BA degree
Class II - MA degree
Class III - MA degree plus 24 units
Class IV - MA degree plus 48 units
Class V - Doctorate

FOOTHILL JUNIOR COLLEGE DISTRICT
DE ANZA COLLEGE
FOOTHILL COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 7460	$ 7970 (4)	$ 8590 (2)	$ 9100	$ 9620
2	7920	8420 (11)	9050 (1)	9560	10080 (3)
3	8370 (1)	8880 (4)	9500 (4)	10020 (7)	10540
4	8830 (1)	9330 (6)	9960 (2)	10480 (4)	10990
5	9280	9800 (8)	10430 (7)	10940 (5)	11460
6	9740 (1)	10270 (9)	10880 (9)	11400 (5)	11910
7	10210	10720 (3)	11340 (11)	11850 (8)	12370 (1)
8	10610 (2)	11120 (9)	11740 (17)	12260 (11)	12770 (3)
9	11000 (2)	11520 (4)	12150 (12)	12650 (3)	13180 (1)
10	11410 (1)	11920 (5)	12550 (4)	13060 (11)	13570 (4)
11	11810	12330 (4)	12950 (6)	13460 (11)	13980 (3)
12	12210	12730 (2)	13350 (2)	13860 (10)	14370 (1)
13	12210	12730 (1)	13350 (5)	13860 (4)	14370 (3)
14	12210	12730	13350 (2)	13860 (3)	14370 (1)
15*	12510	13030 (1)	13650 (3)	14160 (1)	14670 (1)
16	12510	13030	13650 (4)	14160 (5)	14670 (1)
17	12510	13030	13650 (2)	14160 (3)	14670 (1)
18*	12810	13330	13950	14460	14970

*Professional recognition salary increment available to all faculty members who have demonstrated continued professional growth and outstanding service.

Classifications

Class I - BA degree and valid teaching credential; or Standard Designated Subjects, Full-time Credential (Technical, Industrial and Health Sciences), partial fulfillment and an Associate Degree or the equivalent

Class II - MA degree and valid teaching credential; or Standard Designated Subjects, Full-time Credential (T. I. & H. S.), partial fulfillment and a BA degree; or Standard Designated Subjects, Full-time, Life Credential (T. I. & H. S.) and an Associate Degree or 60 semester units; or Trade and Industrial Vocational Education Class A or B Credential, five-year renewal or Life, and an Associate Degree or the equivalent

Class III - MA degree and 24 semester units subsequent to the date of the MA degree; or MA degree and 60 semester units subsequent to the date of the BA degree; or Standard Designated Subjects, Full-time Credential (T. I. & H. S.) partial fulfillment and an MA degree; or Standard Designated Subjects, Full-time, Life Credential (T. I. & H. S.) and a BA degree; or Trade and Industrial Vocational Education Class A or B Credential, five-year renewal or Life, and a BA degree

Class IV - MA degree and 48 semester units subsequent to the date of the MA degree; or MA degree and 84 semester units subsequent to the date of the BA degree; or Standard Designated Subjects, Full-time, Life Credential (T. I. & H. S.) and an MA degree; or Trade and Industrial Vocational Education Class A or B Credential, five-year renewal or Life, and an MA degree

Class V - Earned doctorate and valid teaching credential

Note: Credit for previous experience for placement purposes will be evaluated by the administration.

Entering instructors may be placed as high as the eighth step of the salary schedule, although the board of trustees has the authority to determine special cases of placement. Credit for previous experience will be granted as follows:

a. Credit for previous full-time teaching experience will be year for year.

b. Instructors teaching under the Standard Designated Subjects Credential (T. I. & H. S.) shall be allowed one step on the salary schedule for every two years of appropriate non-teaching experience beyond the seven years of education and experience required for the credential up to Step 8.

c. Approved work experience in technical and industrial (nonacademic) fields not requiring a vocational credential, but related to the teaching assignment will receive one step credit for each two years of experience up to the eighth step.

FREMONT-NEWARK JUNIOR COLLEGE DISTRICT
OHLONE COLLEGE

Steps	Class I	Class II	Class III
1	$ 7500	$ 8000 (1)	$ 9000
2	7900	8400 (1)	9400
3	8300 (1)	8800 (3)	9800
4	8700	9200 (1)	10200
5	9100	9600	10600
6	9500	10000 (3)	11000
7	9900	10400 (3)	11400
8	10300	10800 (2)	11800
9	10700 (1)	11200	12200
10		11600	12600
11		12000 (1)	13000
12		12400 (1)	13400
13			13800
14			14200
15			14600
16			15000*

*Step 16 is a merit step only. Must be at step 15 for three years before eligible for consideration for step 16.

Classifications

Class I - BA degree
Class II - MA degree
Class III - Doctorate

GAVILAN JOINT JUNIOR COLLEGE DISTRICT
GAVILAN COLLEGE

Steps	Class I*	Class II	Class III	Class IV	Class V	Class VI**
1	$6700	$7000	$ 7400	$ 7800	$ 8300	$ 8800
2	7000	7300	7700	8100	8600	9100
3	7300	7600	8000 (1)	8400	8900 (1)	9400
4	7600 (1)	7900 (2)	8300	8700	9200	9700 (1)
5	7900	8200	8600	9000 (1)	9500	10000 (1)
6	8200	8500 (1)	8900 (1)	9300 (4)	9800	10300
7	8500 (2)	8800	9200 (1)	9600 (1)	10100 (1)	10600
8	8800	9100	9500 (2)	9900 (1)	10400	10900 (2)
9	9100 (1)	9400	9800	10200	10700	11200 (1)
10		9700	10100	10500	11000	11500
11			10400 (1)	10800	11300	11800
12				11100	11600	12100 (2)
13					11900	12400 (1)

*Less $200 for less than minimum qualifications in Class I.
**Add $500 to Class VI for earned doctorate.

Classifications

Class I	- Academic Teaching Credential and BA degree plus 30 units; or Nonsecured Designated Vocational Subject Credential
Class II	- Academic Teaching Credential and BA degree plus 45 units; or Nonsecured Designated Vocational Subject Credential plus 12 units
Class III	- Academic Teaching Credential and BA degree plus 60 units or MA degree; or Nonsecured Designated Vocational Subject Credential plus 22 units
Class IV	- Academic Teaching Credential and BA degree plus 75 units including MA degree or MA degree plus 15 units; or Secured Designated Vocational Subject Credential plus 15 units
Class V	- Academic Teaching Credential and BA degree plus 90 units including MA degree or MA degree plus 30 units; or Secured Designated Vocational Subject Credential plus 30 units and 3 years supervisory experience
Class VI	- Academic Teaching Credential and BA degree plus 105 units including MA degree or MA degree plus 45 units; or Life Credential in Designated Vocational Subject plus Bachelor of Vocational Education, plus 2 years supervisory experience, or Life Credential in Designated Vocational Subject and 6 years supervisory experience

Note: The district contributes $5.00 per month per employee for group health insurance plan.

GLENDALE UNIFIED SCHOOL DISTRICT
GLENDALE COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 6920	$ 7230	$ 7550	$ 7900	$ 8260
2	7190 (1)	7520	7860	8200	8580
3	7480 (1)	7820	8160	8530	8920
4	7770	8120 (1)	8490	8870	9270
5	8090 (2)	8450	8830 (1)	9230	9630
6	8400	8780	9170	9590	10010 (1)
7	8730 (2)	9130	9540	9960	10400
8	9070 (4)	9490 (1)	9910	10350 (1)	10800
9	9430 (3)	9860 (1)	10300	10770 (2)	11230 (1)
10	9810	10250	10700	11190	11660 (1)
11	10190 (1)	10640	11110 (1)	11620 (1)	12110 (1)
12	10580*	11050 (4)	11550	12060	12600 (1)
13			12000 (18)	12540 (33)	13080 (10)

*After 1967 teachers may not advance to this step.

Classifications

Class I - BA degree
Class II - BA degree plus 42 units
Class III - BA degree plus 56 units including MA degree
Class IV - BA degree plus 70 units including MA degree
Class V - BA degree plus 84 units including MA degree

Note: $40 per month will be paid for an earned doctorate.

GROSSMONT JUNIOR COLLEGE DISTRICT
GROSSMONT COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 6803	$ 7415 (2)	$ 8028	$ 8640	$ 9252
2	7136	7749	8361 (2)	8973	9585
3	7470 (1)	8082	8694 (1)	9307 (1)	9919
4	7803	8415 (2)	9028	9640 (1)	10252 (2)
5	8136	8749 (1)	9361 (1)	9973 (2)	10585 (2)
6	8470 (1)	9082 (3)	9694 (2)	10307 (3)	10919 (4)
7	8803	9415 (3)	10028 (1)	10640 (2)	11252 (2)
8	9136 (1)	9749 (2)	10361 (5)	10973 (3)	11586 (7)
9	9470	10082	10694 (1)	11307 (1)	11919 (7)
10	9803	10415	11028 (3)	11640 (5)	12252 (6)
11	10136	10749 (1)	11361 (1)	11973 (2)	12586 (6)
12	10470	11082	11694	12307 (1)	12919 (3)
13	10803	11415	12028 (1)	12640 (1)	13252 (3)
14	11137 (1)	11749	12361 (1)	12973 (6)	13586 (5)

Those with earned doctorates from accredited collegiate institutions will receive an additional $500 annually.

Classifications

Class I - Members of certificated staff not eligible for higher class placement
Class II - BA degree plus 30 units including MA degree
Class III - BA degree plus 45* units including MA degree
Class IV - BA degree plus 60* units including MA degree
Class V - BA degree plus 75* units including MA degree

*May include all upper division and graduate units and those lower division units which make a definite contribution to teaching competence, provided they are earned subsequent to the BA degree.

ALTERNATE CLASSIFICATIONS FOR MEMBERS WITH VOCATIONAL CREDENTIALS

	Standard Designated Subjects Credential	Partial Fulfillment
Class I	- Vocational credential holders not qualified for higher class placement	Vocational credential holders not qualified for higher class placement.
Class II	- AA degree	BA degree
Class III	- BA degree plus 15 units	BA degree plus 30 units
Class IV	- BA degree plus 45 units	BA degree plus 45 units including an MA degree; or BA degree plus 60 units
Class V	- BA degree plus 45 units including an MA degree; or BA degree plus 75 units	BA degree plus 60 units including an MA degree

Instructors holding vocational credentials use this alternate only with district approval.

GROSSMONT JUNIOR COLLEGE DISTRICT (continued)

Note:
1. Credit for previous teaching shall be limited to seven years. Each year of full-time teaching or its equivalent allowed shall count for one step on the schedule.
2. Credit will not be given for practice or cadet teaching.
3. Normally, one step is allowed for each two years of work experience closely related to the subjects to be taught by an instructor; however, in exceptional circumstances, one step may be allowed for each year of related work experience.
4. Credit for military service in any branch of the U.S. Armed Services is limited to a maximum of two steps, at the rate of one step for every two years of service.
5. Maximum initial placement shall be on the eighth step.

ALLAN HANCOCK JOINT JUNIOR COLLEGE DISTRICT
ALLAN HANCOCK COLLEGE

Steps	Class I	Class II	Class III	Class IV*
1	$6700	$ 7250	$ 7800	$ 8350
2	7060	7610 (1)	8160	8710
3	7420	7970 (2)	8520	9070
4	7780	8330 (1)	8880	9430 (1)
5	8140 (1)	8690	9240	9790 (1)
6	8500	9050	9600	10150
7	8860 (2)	9410 (3)	9960	10510 (1)
8	9220 (2)	9770 (4)	10320 (2)	10870 (2)
9	9580	10130 (3)	10680	11230 (3)
10	9940	10490 (1)	11040	11590 (4)
11		10850	11400 (2)	11950 (3)
12		11210 (1)	11760 (1)	12310 (2)
13		11570	12120 (1)	12670 (1)
14		11930 (4)	12480 (8)	13030 (6)

*Range for an earned doctorate will be $500 above Class IV ($8,850-$13,530).

Classifications

Class I	- BA degree and appropriate teaching credential
Class II	- MA degree; or BA degree plus 30 units; or BA degree plus Class "A" Vocational Life Credential
Class III	- MA degree plus 18 units after issuance of MA degree; or BA degree plus 60 units after issuance of BA degree
Class IV	- MA degree plus 36 units after issuance of MA degree; or BA degree plus 90 units after issuance of BA degree

Note: Year-for-year credit for appropriate level teaching experience outside the district will be given through Step 7. Credit for appropriate related experience other than teaching will be evaluated on the basis of one step for every two years of such experience. Evaluation of related experience will be by the president and the appropriate department head.

HARTNELL JOINT JUNIOR COLLEGE DISTRICT
HARTNELL COLLEGE

Steps	Class I	Class II	Class III	Class IV
1	$ 7500	$ 7900	$ 8300	$ 8700
2	7900	8300	8700	9100
3	8300	8700	9100	9500
4	8700 (1)	9100	9500	9900
5	9100 (1)	9500 (2)	9900	10300
6	9500	9900	10300	10700
7	9900 (2)	10300 (1)	10700	11100
8	10300	10700	11100 (1)	11500
9	10700 (1)	11100 (3)	11500	11900
10	11100 (6)	11500 (3)	11900 (2)	12300
11	11500 (1)	11900	12300 (1)	12700 (1)
12	11900 (4)	12300	12700	13100 (3)
13		12700 (11)	13100 (23)	13500
14				13900 (7)

Classifications

Class I	- MA degree or equivalent
Class II	- MA degree plus 30 units; or BA degree plus 60 units with MA degree
Class III	- MA degree plus 60 units; or BA degree plus 90 units with MA degree
Class IV	- Doctorate

IMPERIAL JUNIOR COLLEGE DISTRICT
IMPERIAL VALLEY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	$5900	$6700 (2)	$ 7500	$ 8300	$ 9100	$ 9900
2	6170	6970 (2)	7770 (1)	8570 (1)	9370	10170
3	6440	7240 (1)	8040 (1)	8840	9640	10440
4	6710	7510 (1)	8310	9110	9910	10710
5	6980	7780 (2)	8580	9380 (1)	10180	10980
6*	7250 (1)	8050 (1)	8850 (4)	9650 (3)	10450 (2)	11250
7	7520 (1)	8320 (2)	9120	9920 (1)	10720 (1)	11520
8	7790 (1)	8590 (3)	9390	10190 (2)	10990	11790
9	8060 (1)	8860 (1)	9660 (1)	10460	11260 (1)	12060
10	8330	9130	9930 (1)	10730	11530 (1)	12330
11		9400 (1)	10200	11000 (1)	11800	12600
12			10470 (1)	11270	12070 (1)	12870 (1)
13				11540	12340	13140

*Instructors with five years or more of experience will be placed on the 6th step.

Classifications

Class I - Less than MA degree
Class II - BA degree plus 30 units or MA degree
Class III - MA degree plus 15 units
Class IV - MA degree plus 30 units
Class V - MA degree plus 45 units
Class VI - Doctorate

KERN JOINT JUNIOR COLLEGE DISTRICT
BAKERSFIELD COLLEGE
PORTERVILLE COLLEGE

Steps*	Class I	Class II	Class III	Class IV	Class V	Class VI
1	$ 7031	$ 7594	$ 8015 (6)	$ 8578	$ 9217	$ 9914 (2)
2	7312	7898	8336 (7)	8921 (3)	9585	10310
3	7593 (1)	8202	8657 (6)	9264 (6)	9953 (1)	10706
4	7874 (4)	8506 (1)	8978 (5)	9607 (5)	10321	11102
5	8155	8810	9299 (6)	9950 (6)	10689 (1)	11498 (1)
6**	8436 (1)	9114	9620 (10)	10293 (9)	11057 (7)	11894 (1)
7	8717 (2)	9418 (1)	9941 (7)	10636 (14)	11425 (7)	12290
8	8998	9722	10262 (7)	10979 (7)	11793 (5)	12686
9	9279	10026 (1)	10583 (4)	11322 (1)	12161 (4)	13082 (1)
10	9560	10330	10904	11665 (4)	12529 (6)	13478 (1)
11	9841	10634	11225 (2)	12008 (2)	12897 (3)	13874
12	10122	10938	11546 (1)	12351 (2)	13265 (2)	14270
13	10403	11242 (1)	11867 (3)	12694 (3)	13633 (2)	14666 (1)
14	10684	11546 (2)	12188 (13)	13037 (15)	14001 (23)	15062 (10)

*Teachers employed full time advance one step per year on salary schedule. Teachers employed without experience will begin on Step 1.

**Maximum credit for all experience (teaching or military) is Step 6 on the salary schedule for new teachers entering the district.

Classifications

Class I - BA degree; or Vocational Teaching Credential in Trades and Industry (postponement of requirements)

Class II - BA degree plus 30 approved semester units***; or General Secondary Credential; or Standard Teaching Credential with Specialization in Secondary Teaching; or Vocational Teaching Credential in Trades and Industry (full credential)

Class III - MA degree; or BA degree plus 45 approved semester units***; or Vocational Teaching Credential in Trades and Industry (full credential) plus 45 approved semester units***

Class IV - BA degree plus 60 approved semester units***, including the MA degree; or BA degree plus 75 approved semester units***; or Vocational Teaching Credential in Trades and Industry (full credential) plus 75 approved semester units***

Class V - BA degree plus 90 approved semester units***, including the MA degree

Class VI - Doctorate or LL.B.

***Only those collegiate semester units may be counted which were taken subsequent to the awarding of the BA degree or equivalent.

Note: Teaching experience may be credited as follows:

One year experience - Step 2 on the schedule
Two years experience - Step 3 on the schedule
Three years experience - Step 4 on the schedule
Four years experience - Step 5 on the schedule
Five years experience or more - Step 6 on the schedule
Military experience of 18 months or more shall be credited one step on the schedule.

LASSEN JUNIOR COLLEGE DISTRICT
LASSEN JUNIOR COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$5800	$6100	$6400	$6700	$ 7000
2	6200	6500	6800 (1)	7100	7400
3	6600	6900	7200 (1)	7500	7800 (1)
4	7000	7300 (1)	7600 (1)	7900	8200 (1)
5			8000	8300	8600
6			8400	8700	9000
7				9100	9400 (2)
8				9500	9800 (4)
9					10200 (1)
10					10600 (10)

Doctorate: $500 additional per annum

Classifications

Class I - BA degree
Class II - BA degree plus 15 semester units
Class III - BA degree plus 30 semester units
Class IV - BA degree plus 45 semester units
Class V - BA degree plus 60 semester units or the MA degree

LONG BEACH UNIFIED SCHOOL DISTRICT
LONG BEACH CITY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 6871	$ 7279 (7)	$ 7687 (2)	$ 8095	$ 8603
2	7216	7624 (2)	8032 (3)	8440 (1)	8948
3	7561 (1)	7969 (1)	8377 (1)	8785 (2)	9293
4	7906 (4)	8314 (5)	8722 (2)	9130	9638
5	8251 (6)	8659 (4)	9067 (1)	9475 (2)	9983 (1)
6*	8596 (2)	9004 (4)	9412 (4)	9820 (2)	10328
7	8941 (8)	9349 (5)	9757 (4)	10165 (2)	10673
8	9286 (3)	9694 (1)	10102 (1)	10510 (1)	11018 (1)
9	9631	10039 (6)	10447 (7)	10855 (3)	11363 (1)
10	9976 (1)	10384 (4)	10792 (8)	11200	11708
11	10321**(1)	10729 (2)	11137 (3)	11545 (1)	12053
12	10666	11074 (1)	11482 (11)	11890 (1)	12398 (1)
13	11011 (10)	11419 (3)	11827 (1)	12235 (3)	12743
14		11764 (18)	12172 (4)	12580 (2)	13088
15			12517 (49)	12925 (35)	13433
16					13778 (13)

*Maximum entrance salaries.
**Maximum for BA degree plus 28 semester units.

Classifications

Class I	- Less than MA degree
Class II	- MA degree
Class III	- One year above MA degree (BA degree plus 56 units and MA degree or MA degree plus 28 units)
Class IV	- Two years above MA degree (BA degree plus 84 units and MA degree or MA degree plus 56 units)
Class V	- Doctorate or equivalent degree

Note: Credit for previous experience:

Step 1 - No previous experience
Step 2 - One year of previous experience
Step 3 - Two years of previous experience
Step 4 - Three years of previous experience
Step 5 - Four years of previous experience
Step 6 - Five or more years of previous experience

No teacher will be employed in the City College who does not have at least an MA degree or the equivalent thereof as defined in the salary schedule, except in unusual circumstances in the vocational-trade and technical areas.

LOS ANGELES CITY JUNIOR COLLEGE DISTRICT

EAST LOS ANGELES COLLEGE
LOS ANGELES CITY COLLEGE
LOS ANGELES HARBOR COLLEGE
LOS ANGELES PIERCE COLLEGE
LOS ANGELES SOUTHWEST COLLEGE
LOS ANGELES TRADE-TECHNICAL COLLEGE
LOS ANGELES VALLEY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
2	$ 6920 (10)	$ 7290 (6)	$ 7650 (2)	$ 8020 (7)	$ 8380	$ 8750
3	7290 (4)	7650 (8)	8020 (6)	8380 (14)	8750 (4)	9110
4	7650 (3)	8020 (1)	8380 (5)	8750 (10)	9110 (4)	9480 (3)
5	8020 (3)	8380 (4)	8750 (5)	9110 (13)	9480 (5)	9840 (8)
6	8380 (3)	8750 (5)	9110 (7)	9480 (13)	9840 (9)	10210 (3)
7	8750 (2)	9110 (2)	9480 (8)	9840 (13)	10210 (13)	10570 (17)
8	9110 (3)	9480 (4)	9840 (5)	10210 (12)	10570 (24)	10940 (13)
9	9480 (3)	9840 (1)	10210 (7)	10570 (13)	10940 (19)	11300 (19)
10	9840 (6)	10210 (3)	10570 (5)	10940 (20)	11300 (6)	11670 (24)
11	10210 (6)	10570 (3)	10940 (4)	11300 (15)	11670 (25)	12030 (39)
12	10570 (6)	10940 (10)	11300 (26)	11670 (43)	12030 (66)	12400 (620)

Classifications

Class I - Minimum preparation requirements* plus 28 points
Class II - Minimum plus 42 points
Class III - Minimum plus 56 points
Class IV - Minimum plus 70 points
Class V - Minimum plus 84 points
Class VI - Minimum plus 98 points

*Minimum preparation requirements are: 120 college semester units included in a BA degree from an accredited college or university; or possession of certain Industrial Arts or Vocational Arts Credentials. A "point" is the equivalent of one semester unit of college study completed since the date of meeting minimum preparation requirements.

Note:

1. An employee who is eligible for a differential in accordance with Board Rule 3208 shall receive an additional $10 per pay period for one or *more MA degrees* or an additional $50 per pay period for one or more doctor's degrees. An employee with an MA degree or a doctor's degree shall receive the $50 differential only.

2. Employees shall receive career increments of $50 per pay period in accordance with Board Rule 3211.

The above rates are for full-time assignments.

LOS RIOS JOINT JUNIOR COLLEGE DISTRICT
AMERICAN RIVER COLLEGE
SACRAMENTO CITY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V*
1	$6804	$ 7560	$ 8316	$ 9072	
2	7076	7862 (3)	8649 (5)	9435 (2)	(1)
3	7359 (2)	8176 (8)	8995 (8)	9812 (5)	
4	7653	8503 (6)	9355 (13)	10204 (4)	
5	7959	8843 (4)	9729 (8)	10612 (11)	(1)
6	8277 (1)	9197 (12)	10118 (24)	11036 (41)	(4)
7	8608 (1)	9565 (7)	10523 (9)	11477 (32)	(2)
8	8952	9948 (4)	10944 (10)	11936 (11)	(5)
9		10346 (5)	11382 (9)	12413 (23)	
10		10760 (2)	11837 (4)	12910 (18)	(2)
11		11190 (7)	12310 (12)	13426 (12)	(2)
12				13963 (50)	(4)

*All people in Class V are placed on the appropriate step of Class IV and then given a 10 percent increase of Step 1, Class IV, or $907.

Classifications

Class I - BA degree or equivalent
Class II - MA degree or equivalent
Class III - MA degree or equivalent and 24 semester units after completion of requirements for MA degree; or MA degree or equivalent and 54 units after completion of requirements for BA degree
Class IV - MA degree or equivalent and 48 semester units after completion of requirements for MA degree or equivalent; or MA degree or equivalent and 78 units after completion of requirements for BA degree
Class V - Earned doctorate

MARIN JUNIOR COLLEGE DISTRICT
COLLEGE OF MARIN

Steps	Class I	Class II	Class III	Class IV*
1	$ 7490 (4)	$ 8025 (2)	$ 8453	$ 8881
2	7907 (1)	8442 (6)	8870 (1)	9298 (1)
3	8325 (2)	8860 (5)	9288 (2)	9716 (1)
4	8742 (2)	9277 (4)	9705 (1)	10133 (2)
5	9159	9694 (3)	10122 (1)	10550
6	9577	10112 (5)	10540 (6)	10968
7**	9994 (1)	10529 (1)	10957 (4)	11385 (1)
8	10411 (3)	10946 (7)	11374 (6)	11802 (6)
9	10828	11363 (3)	11791 (4)	12219 (5)
10	11246	11781 (2)	12209 (5)	12637 (1)
11	11663	12198 (2)	12626 (1)	13054 (1)
12	12080	12615 (2)	13043 (1)	13471 (2)
13	12498 (2)	13033 (8)	13461 (9)	13889 (12)

*$500 additional for earned doctorate

**Step 7 is highest entering step for teachers new to the system

Classifications

Class I - BA degree (or Class A Vocational Credential with less than 28 semester hours)

Class II - MA degree (or Class A Vocational Credential with all 28 semester hours of required training completed)

Class III - MA degree plus 30*** semester hours subsequent to the date of the MA degree; or BA degree plus 60*** semester hours with an MA degree

Class IV - MA degree plus 60*** semester hours subsequent to the date of the MA degree; or BA degree plus 90*** semester hours with an MA degree

***These hours must be from an accredited college or university. Junior college credits are not counted as part of the 30, 60 or 90 semester hours.

MERCED JUNIOR COLLEGE DISTRICT
MERCED COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
1	$6367	$6685	$ 7323 (2)	$ 7641	$ 7959	$ 8277 (1)	$ 8913
2	6685	7005	7641 (1)	7959 (1)	8277	8596	9233
3	7005	7323	7959	8277	8596	8913	9551
4	7323	7641	8277 (1)	8596 (1)	8913	9233	9870
5	7641	7959 (1)	8596	8913	9233 (2)	9551	10187
6	7959	8277 (1)	8913 (1)	9233 (2)	9551 (2)	9870	10505
7	8277	8596 (1)	9233 (1)	9551 (1)	9870 (2)	10187 (6)	10824
8	8596	8913	9551	9870 (3)	10187 (2)	10505 (8)	11143
9	8913	9233	9870 (1)	10187 (1)	10505 (1)	10824 (3)	11461
10		9551	10187	10505	10824 (1)	11143	11779 (1)
11			10505	10824	11143 (1)	11461	12098
12				11143 (1)	11461 (2)	11779 (1)	12416
13					11779 (1)	12098 (2)	12734
14						12416	13053

Classifications

Class I - BA degree
Class II - BA degree plus 15 units
Class III - MA degree
Class IV - BA degree plus 45 units including MA degree; or MA degree plus 15 units
Class V - BA degree plus 60 units including MA degree; or MA degree plus 30 units
Class VI - BA degree plus 75 units including MA degree; or MA degree plus 45 units
Class VII - Earned doctorate

MONTEREY PENINSULA JUNIOR COLLEGE DISTRICT
MONTEREY PENINSULA COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 7150	$ 7756	$ 8292 (1)	$ 8827	$ 9476
2	7400	8024	8559	9085	9734
3	7900	8292	8827	9352	10001
4	8158	8559	9085 (1)	9610 (1)	10259
5	8425	8827	9352	9888 (2)	10547
6	8827	9219	9744 (1)	10290 (3)	10939
7	9219	9610	10146	10671 (6)	11330
8	9610	10001	10547 (3)	11073 (4)	11721
9	10001	10403	10939 (3)	11464 (2)	12123
10	10403	10805	11330 (3)	11866 (6)	12515 (1)
11	10805	11196	11721	12267 (1)	12916
12*	11196 (2)	11598 (3)	12123 (4)	12659 (10)	13308 (4)
15	11505	11907	12432 (3)	12968 (10)	13617 (1)
18	11814 (1)	12216 (1)	12741	13277 (3)	13926 (1)
21	12123	12525	13050	13586 (1)	14235 (2)
24	12432	12834 (1)	13359 (1)	13895	14544
27	12741	13143	13668	14204	14853
30	13050	13452	13977	14513	15162

***Instructors may be awarded increases of $300 or more beyond the 12th step at each evaluation year (every third year) upon approval of the college board of trustees.**

Classifications

Class I - BA degree; or Temporary Class A Vocational Credential
Class II - General Secondary Credential; or Junior College Credential
Class III - MA degree; or Unencumbered Class A Vocational Credential
Class IV - MA degree included in 54 semester units
Class V - Earned doctorate

Note: This schedule includes a 3.00 percent increase rounded to the nearest $10 at each step.

MT. SAN ANTONIO JUNIOR COLLEGE DISTRICT
MT. SAN ANTONIO COLLEGE

Steps	Class I	Class II	Class III	Class IV
1	$ 7260	$ 7870 (7)	$ 8480 (3)	$ 9090
2	7740 (1)	8350 (13)	8960 (5)	9570
3	8220 (3)	8830 (6)	9440 (5)	10050 (1)
4	8700	9310 (5)	9920 (7)	10530
5	9180	9790 (6)	10400 (8)	11010 (5)
6	9660 (1)	10270 (3)	10880 (11)	11490 (5)
7	10140 (1)	10750 (4)	11360 (10)	11970 (13)
8		11230 (3)	11840 (5)	12450 (4)
9		11710 (9)	12320 (4)	12930 (9)
10			12800 (7)	13410 (2)
11			13280 (19)	13890 (3)
12				14370 (7)
13				14850 (48)

Classifications

Class I	BA degree and California credential; or Special Credential; or Limited Industrial Arts Credential
Class II	BA degree and MA degree and California credential or Junior College Teaching Permit; or RN License and California credential; or Vocational Credential in Trade and Industrial, Public Service, and Business Education
Class III	BA degree and California credential or Junior College Teaching Permit and 60 acceptable graduate units including MA degree; or RN License and California credential plus MA degree; or Vocational Credential as in Class II plus BA degree, plus 8 units of trade experience (this experience must be approved in advance) earned after receipt of the BA degree. (These units are to be earned at the rate of one unit of experience equals 40 hours of work in his trade.
Class IV	Earned doctorate; or BA degree and California credential or Junior College Teaching Permit and 80 acceptable graduate units including MA degree. Twenty units must have been completed within the last 10 years, and 10 units must be completed while placed in Class III; or RN License and California credential plus MA degree plus 20 acceptable graduate units; or Vocational Credential, as in Class II plus BA degree plus 20 acceptable units (undergraduate or graduate), plus 16 units of approved trade experience (approved in advance) after completion of the acceptable units; or Vocational Credential plus BA and MA degrees

Note: Placement on the salary schedule shall be based on (1) degrees, (2) acceptable graduate units, (3) prior teaching, and (4) teaching at Mt. San Antonio College.

MT. SAN JACINTO JUNIOR COLLEGE DISTRICT
MT. SAN JACINTO COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	$ 7300 (2)	$ 7800	$ 8300	$ 8800	$ 9300	$ 9800
2	7550 (1)	8050	8550	9050	9550	10050
3	7800 (1)	8300	8800	9300	9800	10300
4	8050	8550	9050	9550	10050 (1)	10550
5	8300 (1)	8800	9300	9800 (1)	10300	10800
6	8550 (1)	9050	9550	10050	10550	11050
7	8800 (5)	9300	9800	10300	10800 (1)	11300 (1)
8	9050 (2)	9550	10050	10550	11050	11550
9	9300	9800	10300	10800	11300	11800
10	9550	10050	10550	11050	11550	12050
11	9800	10300	10800	11300	11800	12300
12	10050	10550	11050	11550	12050	12550
13	10300	10800	11300	11800	12300	12800
14	10550	11050	11550	12050	12550	13050

A maximum of five years experience will be allowed for entry into this schedule.

Classifications

Class I - MA degree and less
Class II - MA degree plus 12 units
Class III - MA degree plus 24 units
Class IV - MA degree plus 36 units
Class V - MA degree plus 48 units
Class VI - Doctorate

NAPA JUNIOR COLLEGE DISTRICT
NAPA JUNIOR COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$6366	$ 7078	$ 7496	$ 7913	$ 8240
2	6727	7448	7868	8290	8621
3	7091	7815	8239	8666	9001
4	7453 (1)	8185 (1)	8611 (1)	9042	9380
5	7814 (1)	8553	8984	9419	9759
6	8177	8923 (3)	9357 (1)	9795 (1)	10138
7	8540 (1)	9291 (1)	9727 (3)	10171 (1)	10519
8	8901	9660	10099 (1)	10547 (2)	10898
9	9263 (1)	10028 (1)	10472 (1)	10924 (1)	11278 (1)
10	9626	10397	10843 (2)	11300 (4)	11657
11	9988	10766 (1)	11216 (1)	11677	12037
12		11135	11587	12055 (3)	12417
13			11960 (2)	12430 (31)	12796 (6)

Classifications

Class I - Less than MA degree
Class II - MA degree
Class III - MA degree plus 24 units
Class IV - MA degree plus 48 units
Class V - Doctorate

NORTH ORANGE COUNTY JUNIOR COLLEGE DISTRICT
CYPRESS JUNIOR COLLEGE
FULLERTON JUNIOR COLLEGE

Steps	Class I	Class II	Class III	Class IV
1	$6370	$ 7070	$ 7420 (5.6)	$ 7770 (1.6)
2	6720	7420	7770 (3)	8120 (1)
3	7070 (1)	7770	8120 (4)	8470 (4)
4	7420 (1)	8120	8470 (4.3)	8820 (2.9)
5	7770	8470	8820 (1.5)	9170 (4)
6	8120 (2)	8820 (2)	9170 (8)	9520 (4)
7	8470 (1)	9170	9520 (1)	9870 (1)
8	8820 (2)	9520 (1)	9870 (2)	10220 (3)
9	9170 (3)	9870	10220 (1)	10570 (5)
10		10220 (1)	10570 (5)	10920 (8)
11		10570 (6)	10920 (2)	11270 (1)
12			11270 (6)	11620 (1)
13				11970 (6)

	Class V	Class VI	Class VII
1	$ 8120 (1)	$ 8470	$ 8820
2	8470	8820 (5)	9170 (1)
3	8820 (1)	9170 (1)	9520 (1)
4	9170 (4)	9520 (3)	9870 (1)
5	9520 (4)	9870 (3)	10220 (4)
6	9870 (1)	10220 (2)	10570 (7)
7	10220 (3.5)	10570 (1)	10920 (8)
8	10570 (3)	10920 (4)	11270 (13)
9	10920 (6.7)	11270 (11)	11620 (14)
10	11270 (12)	11620 (14)	11970 (24)
11	11620	11970	12320 (9)
12	11970 (6)	12320 (5)	12670 (9)
13	12320 (5)	12670 (2)	13020 (2)
14	12670 (8)	13020 (10)	13370 (28)

Classifications

Class I - BA degree; or Special Credential; or Vocational Credential (Partial Fulfillment)*

Class II - General Secondary Credential; or old Junior College Credential; or BA degree and 28 semester units; or Vocational Credential**

Class III - MA degree; or General Secondary Credential and 14 semester units; or Standard Junior College Credential and 14 semester units; or Vocational Credential** and 14 semester units; or BA degree and Vocational Credential (Partial Fulfillment)*

Class IV - MA degree and 14 semester units; or Vocational Credential** and 28 semester units; or BA degree and 14 accredited semester units and Vocational Credential (Partial Fulfillment)*

Class V - MA degree and 28 semester units; or BA degree and Vocational Credential**

NORTH ORANGE COUNTY JUNIOR COLLEGE DISTRICT (continued)

Class VI - MA degree and 42 semester units; or BA degree and 14 semester units and Vocational Credential**

Class VII - MA degree and 56 semester units; or MA degree and Vocational Credential**

*Formerly called Nonpermanent Vocational Class A Credential

**One of the following:

Vocational Class A Credential (clear)
Vocational Class B Credential (clear)
Standard Designated Subjects Vocational T & T Credential (clear)

Note: The above schedule lists F.T.E. classroom teachers only. Division Chairmen (considered as part-time teachers), Counselors, Librarians, and Nurses are not included.

The earned doctorate will be rewarded with an additional $500 and automatic placement on Class VII.

OCEANSIDE-CARLSBAD JUNIOR COLLEGE DISTRICT
MIRA COSTA COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	$6144	$6588	$ 7032	$ 7512	$ 8028	$ 8556
2	6492	6936	7380 (2)	7860	8376	8904
3	6840	7284	7728	8208	8724 (1)	9252
4	7188 (1)	7632	8076	8556	9072	9600
5	7535	7980	8424	8904	9420	9948 (1)
6	7884 (1)	8328	8772 (1)	9252 (1)	9768	10296
7	8232 (1)	8676	9120	9600	10116 (2)	10644
8	8580	9024 (1)	9468 (1)	9948 (1)	10464 (3)	10992
9	8928	9372	9816	10296	10812	11340
10	9276	9720	10164 (1)	10644 (1)	11160 (1)	11688
11			10512	10992	11508 (1)	12036
12			10860 (1)	11340	11856	12384 (1)
13			11208 (1)	11688	12204 (1)	12732
14			11556 (1)	12036 (4)	12552 (11)	13080 (2)

Classifications

Class I	- Less than BS degree with Standard Designated Subjects Credential in Trade and Technical subjects
Class II	- BA degree plus 24 semester units of approved graduate or upper division subject matter work taken after BA degree and a valid California credential*
Class III	- MA degree; or BA degree plus 36 semester units of approved graduate or upper division subject matter work taken after BA degree and a valid California crednetial*
Class IV	- MA degree with total of 48 semester units of approved graduate or upper division subject matter work beyond BA degree and a valid California credential*
Class V	- MA degree with total of 72 semester units of approved graduate or upper division subject matter work beyond BA degree and a valid California credential*
Class VI	- Earned doctorate

*General Secondary, Junior College Credential, or the Standard Teaching Credential with a specialization in junior college teaching

Note: 1. Successful teaching in accredited universities, colleges, and junior colleges outside the district will be allowed full credit in placement on the salary schedule up to a maximum of nine years and will enter the schedule up to the tenth step.

2. Successful teaching in public schools will be allowed full credit on the schedule up to a maximum of five years and will enter the schedule up to the sixth step.

3. Private school teaching and practical experience will be evaluated by the district superintendent.

ORANGE COAST JUNIOR COLLEGE DISTRICT
GOLDEN WEST COLLEGE
ORANGE COAST COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 7100	$ 7700 (6)	$ 8300	$ 8900	$ 9500
2	7460	8060 (11)	8660 (1)	9260 (1)	9860
3	7820 (2)	8420 (6)	9020 (3)	9620 (2)	10220
4	8180	8780 (13)	9380 (1)	9980	10580 (1)
5	8540 (1)	9140 (5)	9740 (2)	10340 (1)	10940
6	8900 (1)	9500 (10)	10100 (5)	10700 (4)	11300 (2)
7	9260 (9)	9860 (17)	10460 (11)	11060 (6)	11660 (1)
8	9620 (2)	10220 (17)	10820 (5)	11420 (4)	12020 (4)
9	9980 (2)	10580 (5)	11180 (6)	11780 (5)	12380 (6)
10	10340 (2)	10940 (5)	11540 (5)	12140 (3)	12740 (5)
11		11300 (5)	11900 (6)	12500 (2)	13100
12		11660 (14)	12260 (3)	12860 (5)	13460 (1)
13			12620 (10)	13220 (9)	13820 (15)
14					14180*(4)

*Only instructors with an earned doctorate may advance to this step.

Classifications

Class I - BA degree and valid teaching credential; or Vocational Credential; or Encumbered "Class A" Vocational Credential; or Encumbered Standard Designated Subject Area Credential

Class II - MA degree and valid teaching credential; or Permanent "Class A" Vocational Credential; or Valid credential and completion after receipt of BA degree of 30 semester units and work experience units. A minimum of 15 semester units is required

Class III - Completion of 20 semester units subsequent to receipt of the MA degree or to receipt of Permanent "Class A" Vocational Credential; or completion of a combination of 20 semester units and work experience units subsequent to receipt of Permanent "Class A" Credential or MA degree. A minimum of 10 semester units is required

Class IV - Completion of 40 semester units subsequent to receipt of MA degree, or to receipt of Permanent "Class A" Vocational Credential; or completion of a combination of 40 semester units and work experience units subsequent to receipt of Permanent "Class A" Credential or MA degree. A minimum of 20 semester units is required

Class V - Earned doctorate and valid teaching credential; or completion of 60 semester units subsequent to receipt of MA degree, or to receipt of Permanent "Class A" Vocational Credential; or completion of a combination of 60 semester units and work experience units subsequent to receipt of Permanent "Class A" Credential or MA degree. A minimum of 30 semester units is required

PALOMAR JUNIOR COLLEGE DISTRICT
PALOMAR COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 6625 (1)	$ 7040	$ 7454	$ 7868	$ 8282
2	7040	7454 (1)	7868 (1)	8282 (1)	8696
3	7454 (1)	7868 (3)	8282	8696	9110
4	7868	8282	8696	9110	9524
5	8282	8696 (1)	9110	9524 (2)	9938
6	8696 (1)	9110 (2)	9524 (5)	9938 (3)	10352
7	9110 (1)	9524 (6)	9938 (4)	10352 (4)	10766 (1)
8	9524 (1)	9938	10352 (11)	10766 (2)	11180
9	9938	10352 (1)	10766 (4)	11180 (4)	11594
10	10352 (1)	10766 (1)	11180 (3)	11594 (1)	12008
11		11180	11594 (1)	12008 (4)	12422 (1)
12		11594 (1)	12008 (2)	12422 (1)	12836
13		12008 (3)	12422 (6)	12836 (13)	13250 (11)

Classifications

Class I - BA degree

Class II - BA degree plus 24 semester units of college work acquired after receiving the BA degree; or an MA degree*

Class III - BA degree plus 48 semester units of college work acquired after receiving the BA degree, and an MA degree

Class IV - BA degree plus 72 semester units of college work acquired after receiving the BA degree, and an MA degree

Class V - Doctorate

*A certificate of mathematical analysis or registration as a professional engineer may be substituted for an MA degree.

Note: Past experience in secondary or college teaching shall be credited for each year of such experience, with a maximum credit for past experience of five years. Industrial or business experience related to the particular teaching field may be credited up to full-time basis for purposes of calculating past experience. The combination of teaching and work experience may total five years.

PALO VERDE UNIFIED SCHOOL DISTRICT
PALO VERDE COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	$5920	$6160	$6400	$6640 (2)	$ 6880	$ 7320
2	6160	6400	6640	6880 (1)	7120	7560
3	6400	6640	6880	7120	7360	7800
4	6640	6880	7120	7360	7600	8040 (1)
5	6880	7120	7360	7600	7840	8280
6	7120	7360	7600	7840	8080	8520 (2)
7	7360 (1)	7600	7840	8080 (2)	8320	8760 (2)
8	7600	7840 (1)	8080	8320	8560 (1)	9000
9	7840	8080 (1)	8320	8560	8800	9240 (1)
10		8320	8560	8800	9040 (1)	9480
11		8560	8800	9040	9280	9720 (1)
12		8800	9040	9240	9520	9960
13			9280	9520	9760	10200
14				9760	10000	10440 (1)

Add $400 for earned doctorate.

Classifications

Class I - BA degree; or regular credential without BA degree*

Class II - BA degree plus 15 upper division or graduate hours after BA degree; or 135 hour minimum with regular credential

Class III - BA degree plus 30 upper division or graduate hours after BA degree

Class IV - BA degree plus 45 upper division or graduate hours after BA degree; or MA degree

Class V - BA degree plus 60 upper division or graduate hours after BA degree; or MA degree plus 15 upper division or graduate hours after MA degree

Class VI - BA degree plus 75 upper division or graduate hours after BA degree, including MA degree; or MA degree plus 30 upper division or graduate hours after MA degree

*Class "A" Vocational Credential or Public Health Nurse Certificate accepted as equivalent to BA degree.

Note: Full credit up to five years will be allowed for comparable, satisfactory teaching experience gained outside the Palo Verde Unified School District.

PASADENA AREA JUNIOR COLLEGE DISTRICT
PASADENA CITY COLLEGE

Steps*	Class I	Class II	Class III	Class IV	Class V	Class VI**
1	$ 6400 (1)	$ 6860 (2)	$ 7320	$ 7780	$ 8240	$ 8660
2	6860	7320	7780	8240 (2)	8700	9144
3	7320	7780 (4)	8240 (2)	8700	9160 (1)	9628
4	7780	8240 (5)	8700 (1)	9160 (4)	9620	10112
5	8240 (1)	8700 (8)	9160 (5)	9620 (6)	10080 (1)	10584
6***	8700 (1)	9160 (4)	9620 (4)	10080 (2)	10540 (7)	11068 (2)
7	9160 (3)	9620	10080 (2)	10540 (4)	11000 (4)	11552 (1)
8	9620	10080 (2)	10540 (3)	11000 (3)	11460 (5)	12036 (1)
9	10080	10540 (4)	11000 (7)	11460 (3)	11920 (3)	12520 (4)
10	10540 (3)	11000 (10)	11460 (2)	11920 (1)	12380 (7)	13004
11			11920 (7)	12380 (14)	12840 (4)	13488
12					13300 (26)	13972 (4)
****						
12	11068	11552 (14)	12520 (5)	13004 (9)	13972 (56)	14644 (10)

*After employment, the person must serve three-fourths of a year or more to qualify for the next step.

**The figures in Class VI include a 5% increment above Class V (Steps 1-12) for an earned doctorate. This 5% is rounded upward to the nearest whole multiple of 12.

***Indicates maximum limits for initial employment.

****A service increment of 5% calculated on the 12th step (rounded upward to the nearest whole multiple of 12) payable after 15 years of full-time service in the Pasadena Area Junior College District (including service in the Pasadena City Schools prior to July 1, 1967) is added to the basic salary subject to favorable work performance evaluation.

Classifications

Class I - BA degree
Class II - BA degree plus 36 units; or MA degree
Class III - BA degree plus 54 units including MA degree
Class IV - BA degree plus 72 units including MA degree
Class V - BA degree plus 90 units including MA degree
Class VI - Doctorate

Note: New employees are granted schedule placement credit for each year of approved school work experience, (types of non-school work experience directly related to the assignment), and/or active military service up to a maximum of five years.

PERALTA JUNIOR COLLEGE DISTRICT
LANEY COLLEGE
MERRITT COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 6951 (2)	$ 7470	$ 7989	$ 8511 (1)	$ 9030
2	7380 (2)	7899 (1)	8421 (1)	8940	9459 (1)
3	7809 (4)	8331 (1)	8850 (4)	9369	9891
4	8241 (4)	8760 (2)	9279 (3)	9801 (1)	10320
5	8670 (2)	9099 (3)	9711 (1)	10230 (2)	10749
6	9099 (7)	9621 (4)	10140 (1)	10659 (1)	11181 (2)
7	9531 (3)	10050 (4)	10569 (5)	11091 (4)	11610 (4)
8	9960 (12)	10479 (2)	11001 (8)	11520 (5)	12039 (14)
9	10389 (6)	10911 (7)	11430 (5)	11949 (11)	12471 (14)
10	10821 (15)	11340 (37)	11859 (15)	12381 (14)	12900 (19)
11			12291 (26)	12810 (3)	13329 (5)
12				13239 (31)	13761 (78)

Classifications

Class I	- MA degree; or BA degree plus 45 units or equivalencies; or T & I or DSC based on 7 years of experience including 1 year in the last 3, with 3 years at journeyman level; or DSC based on 3 years of experience plus BA degree
Class II	- MA degree with 45 units or equivalencies completed after the BA degree; or BA degree plus 60 units or equivalencies; or T & I or DSC (7-year) plus 22 units including not more than 6 approved units of work experience credit per year; or DSC (3-year) with BA degree plus 15 units
Class III	- MA degree with 60 units or equivalencies after the BA degree; or T & I or DSC (7-year) with AA degree or 45 units including not more than 6 units of work experience credit per year; or DSC (3-year) with MA degree
Class IV	- MA degree with at least 75 units or equivalencies completed after the BA degree; or T & I or DSC (7-year) plus BA degree; or DSC (3-year) BA degree plus 45 units or equivalencies with MA degree
Class V	- Earned doctorate; or MA degree with 90 units or equivalencies completed after the BA degree; or T & I or DSC (7-year) plus MA degree; or DSC (3-year) BA degree plus 60 units with MA degree

Note: 1. Neither the units of professional course work required for the T & I or the DSC, nor the number of years of experience required for qualification will be counted toward salary classification.

2. Prior public school teaching may be credited on a year-to-year basis up to a maximum of 7 years. (Teaching or supervision for at least 16 weeks and less than 30 weeks in any one school year is counted as one-half year; 30 weeks or more is counted as one year of experience.) Experience as a part-time teaching assistant while enrolled in a college or university may be prorated.

3. Credit for full-time nonteaching experience may be allowed when it has been recognized as related to the teaching assignment.

4. Total credit allowed for experience shall not result in initial salary placement beyond Step 8 of the salary schedule. No exceptions will be made to initial placement beyond the eighth step unless recommended and approved by the president of the college, the Peralta Colleges Council and the Board of Trustees.

REDWOODS JUNIOR COLLEGE DISTRICT
COLLEGE OF THE REDWOODS

Steps	Class I	Class II	Class III	Class IV*
1	$ 6656	$ 6912 (1)	$ 7200	$ 7488
2	7072	7360	7680	8000
3	7488	7808	8160 (1)	8512
4	7904 (1)	8256 (2)	8640	9024 (1)
5	8320	8704 (1)	9120	9536
6	8736	9152 (2)	9600 (1)	10048 (2)
7	9152 (2)	9600 (2)	10080	10560 (2)
8	9568	10048 (1)	10560 (1)	11072 (4)
9	9984	10496 (2)	11040 (1)	11584 (1)
10	10400 (2)	10944	11520	12096 (2)
11	10816	11392 (2)	12000	12608 (4)
12	11232	11840 (1)	12480 (1)	13120 (6)

Classifications

Class I - BA degree plus 20 units
Class II - MA degree
Class III - MA degree plus 20 units
Class IV - MA degree plus 40 units

*Add $400 to the applicable Class IV step for an earned doctorate from an accredited institution.

Note: 1. Full-time teaching experience in college level instruction will be evaluated year for year with no limit.** Experience below college level will be evaluated two years for one year to a maximum of five steps.

2. Applicable vocational-technical experience beyond that required for the permanent credential earns one step for every two years of such practical experience up to a maximum of five steps.

**To be limited to 10th step for previous experience in 1967.

RIO HONDO JUNIOR COLLEGE DISTRICT
RIO HONDO JUNIOR COLLEGE

Steps	Class I	Class II	Class III	Class IV
1	$ 6400 (1)	$ 6800 (5)	$ 7200 (2)	$ 7600 (1)
2	6800 (3)	7200 (1)	7600 (1)	8000
3	7200 (1)	7600 (4)	8000	8400
4	7600 (2)	8000 (1)	8400 (1)	8800 (1)
5	8000	8400 (4)	8800 (2)	9200 (1)
6	8400 (8)	8800 (12)	9200 (19)	9600 (22)
7	8800 (1)	9200 (1)	9600 (5)	10000 (5)
8	9200 (1)	9600	10000 (2)	10400 (7)
9	9600	10000	10400 (2)	10800 (2)
10	10000	10400 (1)	10800	11200
11	10400	10800 (1)	11200	11600 (1)
12		11200	11600	12000 (1)
13			12000	12400 (2)
14				12800

For earned doctorate use Class IV plus $400.
For less than BA degree plus 30 units use Class I minus $400.

Classifications

Class I	- BA degree plus 30 units of acceptable graduate work; or Standard Designated Subjects Credential (part-time); or Class D Vocational Credential
Class II	- BA degree and MA degree; or R.N. License; or Standard Designated Subjects Credential (full-time); or Class A Vocational Credential
Class III	- BA degree plus 60 acceptable graduate units including an MA degree; or R.N. License plus an MA degree; or Standard Designated Subjects Credential (full-time) (or Class A Vocational) plus BA degree and 8 units of trade experience earned after receipt of BA degree (these units are to be earned at the rate of one unit of experience for each week of work in the trade)
Class IV	- BA degree plus 80 acceptable graduate units including an MA degree (20 units must have been completed within the last ten years); or R.N. License plus an MA degree and 20 acceptable graduate units earned after the MA degree; or Standard Designated Subjects Credential (full-time) (or Class A Vocational) plus the BA degree, 20 acceptable units earned after the BA degree, and 16 units of approved trade experience after completion of the graduate units

Note: In addition to the above salary schedule, the school district shall pay the premium for health and accident insurance, including major medical benefits.

RIVERSIDE JUNIOR COLLEGE DISTRICT
RIVERSIDE CITY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
1	$6735	$ 7157	$ 7604 (1)	$ 7828	$ 8052	$ 8275	$ 8723
2	7099	7521	7996 (3)	8234	8472	8709	9185
3	7462 (1)	7884	8387 (2)	8640	8890	9144	9647
4	7826	8248	8779 (1)	9046	9310	9577 (1)	10108
5	8189	8611 (2)	9170 (1)	9452	9729 (1)	10011	10570
6	8553	8975 (1)	9561 (6)	9858 (1)	10149	10445 (1)	11032
7	8916 (1)	9338 (2)	9953 (4)	10264 (1)	10568 (2)	10879 (1)	11494
8	9280 (1)	9702 (1)	10344 (3)	10669 (3)	10988	11313	11955
9	9643 (1)	10065 (1)	10736 (1)	11075 (4)	11407	11746	12417 (1)
10		10429 (2)	11127 (1)	11482 (1)	11827 (1)	12181	12879
11		10792 (1)	11518 (10)	11888 (8)	12245 (2)	12615 (2)	13342
12		11156	11910 (2)	12294 (1)	12665 (7)	13048 (2)	13804 (1)
13		11518 (1)	12238 (2)	12699 (2)	13084 (1)	13482 (20)	14265 (2)

Classifications

Class I - BA degree
Class II - BA degree plus 30 units; or BA degree plus regular teaching credential
Class III - MA degree
Class IV - MA degree plus 15 units
Class V - MA degree plus 30 units
Class VI - MA degree plus 45 units
Class VII - Doctorate

NOTE: The criteria for instructors in a vocational program is as follows:

Class I - Temporary Class A Vocational Credential
Class II - Permanent (5 year) Class A Vocational Credential
Class III - Permanent Class A including 60 college semester units
Class IV - Permanent Class A including 90 college semester units
Class V - Permanent Class A plus BA degree
Class VI - Permanent Class A plus BA degree plus MA degree
Class VII - Doctorate

SAN BERNARDINO VALLEY JOINT UNION JUNIOR COLLEGE DISTRICT
SAN BERNARDINO VALLEY COLLEGE

Steps	Class I	Class II	Class III	Class IV
1	$ 6900	$ 7295 (1)	$ 7690 (1)	$ 8085 (1)
2	7238	7633	8028 (2)	8423 (1)
3	7576	7971	8366 (3)	8761 (1)
4	7914	8309 (1)	8704	9099
5	8252	8647 (1)	9042 (1)	9437
6	8590 (1)	8985	9380 (5)	9775
7	8928 (2)	9323	9718 (2)	10113 (1)
8	9266	9661	10056 (6)	10451 (4)
9	9604	9999	10394 (3)	10789 (2)
10	9942	10337	10732	11127 (1)
11	10280	10675	11070 (1)	11465 (2)
12	10618	11013	11408 (1)	11803
13	10956 (4)	11351 (1)	11746 (7)	12141 (2)

Steps	Class V	Class VI	Class VII	Class VIII
1	$ 8480 (1)	$ 8875	$ 9270	$ 9665
2	8818	9213	9608 (1)	10003 (1)
3	9156 (2)	9551 (1)	9946 (3)	10341
4	9494 (2)	9889	10248 (1)	10679
5	9832	10227	10622 (5)	11017
6	10170 (4)	10565 (1)	10960 (2)	11355
7	10508 (1)	10903 (1)	11298 (3)	11693 (1)
8	10846 (7)	11241	11636 (4)	12031 (1)
9	11184 (3)	11579 (1)	11974 (3)	12369
10	11522	11917 (2)	12312 (1)	12707
11	11860	12255	12650 (1)	13045
12	12198 (1)	12593	12988 (2)	13383
13	12536 (13)	12931 (4)	13326 (21)	13721 (7)

Classifications

Class I - BA degree; or Permanent Designated Subjects Credential
Class II - BA degree plus 14 units; or Permanent Designated Subjects Credential plus 14 units after issuance of credential
Class III - BA degree plus 28 units; or MA degree; or Permanent Designated Subjects Credential plus 28 units after issuance of credential
Class IV - BA degree plus 42 units including MA degree; or BA degree plus Designated Subjects Credential plus 28 units
Class V - BA degree and 56 units including MA degree; or BA degree plus 42 units plus Designated Subjects Credential, including MA degree
Class VI - BA degree plus 70 units, including MA degree; or BA degree plus 56 units plus Designated Subjects Credential, including MA degree
Class VII - BA degree plus 84 units including MA degree; or BA degree plus 70 units plus Designated Subjects Credential, including MA degree
Class VIII- BA degree plus 98 units* including MA degree; or BA degree plus 84 units* plus Designated Subjects Credential, including MA degree

*Fourteen of these units must have been earned after June 1, 1965.

SAN DIEGO UNIFIED SCHOOL DISTRICT
SAN DIEGO JUNIOR COLLEGES

Steps	Class I	Class II	Class III	Class IV
1	$ 7192 (4)	$ 7688	$ 8184	$ 8680
2	7440 (3)	7936	8432 (1)	8928
3	7698 (6)	8194 (1)	8690 (1)	9186
4	7966 (6)	8462	8958	9454
5	8245 (4)	8741 (1)	9237	9733 (1)
6	8536 (3)	9032 (3)	9528 (3)	10024 (1)
7	8837 (4)	9333 (3)	9829 (2)	10325 (1)
8	9151 (5)	9647 (7)	10143 (3)	10639 (3)
9	9477 (11)	9973 (2)	10469 (11)	10965 (2)
10	9816 (2)	10312 (4)	10808 (9)	11304 (4)
11	10169 (5)	10665 (1)	11161 (6)	11657 (5)
12	10537 (22)	11033 (2)	11529 (1)	12025 (1)
13		11414 (14)	11910 (5)	12406 (4)
14			12308 (30)	12804 (6)
15				13217 (70)

Classifications

Class I	- BA degree plus 36 units; or MA degree
Class II	- BA degree plus 54 units with MA degree
Class III	- BA degree plus 72 units with MA degree
Class IV	- BA degree plus 90 units with MA degree; or earned doctorate

Note: 1. Total credit allowed for prior teaching experience, related practical experience and military service, individually or combined, shall not result in placement beyond Step 7.

2. During each four-year period of service, a teacher must complete four semester hours of upper division or graduate work, including two upper division or graduate semester hours in education. If approved lower division work is taken, five semester hours must be completed, including two upper division or graduate semester hours in education.

SAN FRANCISCO UNIFIED SCHOOL DISTRICT
CITY COLLEGE OF SAN FRANCISCO

Steps	Class I
1	$ 8475 (35)
2	8930 (19)
3	9385 (12)
4	9840 (21)
5	10295 (19)
6	10750 (20)
7	11205 (10)
8	11660 (12)
9	12115 (7)
10	12570 (13)
11	13025 (6)
12	13480 (10)
13	13935 (175)

There is only one classification on the San Francisco Unified School District's schedule for City College instructors. No degree or preparation specifications or equivalencies given.

Ratio of 1.318 for Step 1 (minimum) and of 2.167 for Step 13 (maximum) to 1.0 minimum salary (Class I, Step 1) of the Basic Single Salary Schedule for teachers.

SAN JOAQUIN DELTA JUNIOR COLLEGE DISTRICT
SAN JOAQUIN DELTA COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
1	$6689	$ 7059 (1)	$ 7428 (1)	$ 7799 (2)	$ 8169	$ 8539	$ 8909
2	7081	7451	7821 (1)	8191	8561	8931 (1)	9301
3	7473	7843 (2)	8213 (1)	8583 (1)	8953 (1)	9323 (2)	9693
4	7865	8235	8605	8975 (3)	9345 (3)	9715 (2)	10085
5	8257	8627 (1)	8997 (1)	9367 (2)	9737	10107 (3)	10477
6	8649	9019 (3)	9389	9759 (4)	10129 (1)	10499 (1)	10869
7	9041	9411 (1)	9781	10151 (5)	10521 (3)	10891 (6)	11261
8	9433	9803	10173	10543 (1)	10913 (3)	11283 (5)	11653
9	9825 (2)	10195	10565 (3)	11935 (6)	11305 (6)	11675 (8)	12045 (1)
10		10587	10957 (1)	11327 (1)	11697 (3)	12067 (5)	12437 (2)
11			11349	11719	12089 (1)	12459 (2)	12829
12				12111 (3)	12481 (2)	12851 (2)	13221
13					12873 (6)	13243 (6)	13613
14						13635 (34)	14005
15							14397 (11)

Classifications

Class I - BA degree
Class II - BA degree plus 15 units
Class III - BA degree plus 30 units
Class IV - MA degree
Class V - MA degree with 60 units
Class VI - MA degree with 75 units
Class VII - Earned doctorate

SAN JOSE JUNIOR COLLEGE DISTRICT
SAN JOSE CITY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$7075	$ 8000 (1)	$ 8475	$ 8950	$ 9425
2	7425 (1)	8360 (2)	8835	9320	9795
3	7775	8720 (4)	9195 (3)	9690 (1)	10165 (1)
4	8125	9080 (3)	9555	10060	10535
5	8475	9440 (1)	9915	10430 (1)	10905
6	8825	9800 (1)	10275 (1)	10800 (1)	11275 (1)
7	9175 (1)	10160 (4)	10635 (1)	11170 (5)	11645 (2)
8		10520	10995 (3)	11540 (7)	12015
9		10880 (1)	11355 (6)	11910 (7)	12385 (4)
10		11240 (1)	11715 (5)	12280 (5)	12755 (4)
11		11600 (3)	12075 (3)	12650 (7)	13125 (3)
12			12435 (14)	13020 (22)	13495 (45)

Classifications

Class I - BA degree

Class II - Temporary Class A Vocational Credential; or Standard Designated Subjects Teaching Credential, full-time; or an MA degree

Class III - Permanent Standard Designated Subjects Teaching Credential, full-time; or Class A Vocational Credential; or BA degree plus 45 units with an MA degree

Class IV - Permanent Standard Designated Subjects Teaching Credential, full-time; or Class A Vocational Credential with BA degree; or BA degree plus 60 units with an MA degree

Class V - Permanent Standard Designated Subjects Teaching Credential, full-time; or Class A Vocational Credential with an MA degree; or BA degree plus 81 units with an MA degree

NOTE: $500 additional for doctorate, with automatic placement in Class V.

SAN LUIS OBISPO COUNTY JUNIOR COLLEGE DISTRICT
CUESTA COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	$ 6837	$ 7240	$ 7643	$ 8045	$ 8448	$ 8851
2	7240 (1)	7643 (2)	8045 (2)	8448	8851	9254
3	7643	8045 (1)	8448 (1)	8851	9254 (1)	9657
4	8045	8448	8851	9254	9657	10059
5	8448	8851 (1)	9254 (1)	9657 (1)	10059	10462
6	8851	9254 (1)	9657 (2)	10059 (4)	10462	10865
7	9254	9657 (2)	10059 (1)	10462 (1)	10865	11268
8	9657	10059	10462 (1)	10865 (2)	11268 (2)	11671
9	10059 (1)	10462	10865	11268 (1)	11671 (2)	12073
10		10865 (1)	11268	11671 (3)	12073 (2)	12476
11		11268	11671	12073 (3)	12476 (2)	12879
12			12073	12476 (1)	12879 (2)	13282 (1)
13			12476	12879 (1)	13282 (2)	13685 (1)

Classifications

Class I - BA degree; or Vocational Credential x years experience; or Vocational Credential and AA degree

Class II - MA degree; or Vocational Credential and a BA degree

Class III - BA degree plus 45 units and MA degree; or Vocational Credential and MA degree

Class IV - BA degree plus 60 units and MA degree; or Vocational Credential plus BA degree plus 45 units and MA degree

Class V - BA degree plus 80 units and MA degree; or Vocational Credential plus BA degree plus 65 units and MA degree

Class VI - Doctorate

SAN MATEO JUNIOR COLLEGE DISTRICT
COLLEGE OF SAN MATEO

BA Degree Schedule

Steps	Class I*	Class II	Class III	Class IV	Class V
1	$ 6840	$ 7080 (1)	$ 7320	$ 7560	$ 7800
2	7320	7560	7800	8040	8280
3	7800	8040 (2)	8280	8520	8760
4	8280 (1)	8520	8760	9000	9240
5	8760 (1)	9000	9240 (1)	9480	9720
6	9240 (2)	9480	9720 (1)	9960	10200
7	9720 (1)	9960	10200	10440	10680
8	10200 (3)	10440 (2)	10680 (1)	10920	11160
9	10680 (4)	10920	11160	11400	11640
10	11160 (2)	11400	11640	11880 (1)	12120
11	11640 (1)	11880	12120	12360	12600
12	12120 (5)	12360 (1)	12600 (2)	12840 (1)	13080 (3)

	MA Degree Schedule			Doctor's Degree Schedule
Steps	Class VI	Class VII	Class VIII	Class IX
1	$ 8280 (1)	$ 8520	$ 8760 (1)	$ 9720
2	8760	9000	9240 (1)	10200
3	9240 (5)	9480 (1)	9720 (5)	10680 (1)
4	9720 (2)	9960 (3)	10200 (5)	11160 (1)
5	10200 (3)	10440	10680 (6)	11640 (2)
6	10680 (7)	10920 (2)	11160 (7)	12120
7	11160 (5)	11400 (3)	11640 (4)	12600 (3)
8	11640 (4)	11880 (2)	12120 (9)	13080 (5)
9	12120 (3)	12360 (3)	12600 (19)	13560 (3)
10	12600 (3)	12840 (5)	13080 (17)	14040 (4)
11	13080 (5)	13320	13560 (17)	14520 (3)
12	13560 (7)	13800 (12)	14040 (58)	15000 (17)

*Base schedule. All other classes are based on the base schedule (Class I) by allowing for degrees and graduate units.

Classifications

Class I - Base schedule
Class II - BA degree plus 15 units
Class III - BA degree plus 30 units
Class IV - BA degree plus 45 units
Class V - BA degree plus 60 units
Class VI - MA degree
Class VII - MA degree with 45 units
Class VIII - MA degree with 60 units
Class IX - Doctor's degree schedule (earned doctorate or LL.B. with membership in the California State Bar)

Note:
1. Units for salary advancement must be taken after receipt of BA degree.
2. The district will pay the cost for the employee only in a group major medical health plan approved by the board. For certificated personnel, this provision applies only to those employed under contract during the regular college year on at least half-time basis.

SANTA ANA JUNIOR COLLEGE DISTRICT
SANTA ANA COLLEGE

NO INFORMATION SUBMITTED.

SANTA BARBARA JUNIOR COLLEGE DISTRICT
SANTA BARBARA CITY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V*
1	$6600	$ 7400	$ 7800 (2)	$ 8200	$ 8600
2	6935	7735	8135	8535 (1)	8935 (1)
3	7270	8070	8470	8870	9270 (2)
4	7605	8405 (2)	8805 (2)	9205 (2)	9605 (1)
5	7940 (2)	8740 (2)	9140	9540	9940 (1)
6	8275 (1)	9075 (2)	9475	9875 (1)	10275 (2)
7	8610	9410	9810 (1)	10210 (2)	10610 (2)
8	8945 (2)	9745 (1)	10145 (2)	10545 (3)	10945 (4)
9	9280 (1)	10080	10480 (1)	10880 (1)	11280 (3)
10	9615	10415 (2)	10815	11215 (2)	11615 (3)
11	9950 (1)	10750 (1)	11150	11550	11950 (4)
12		11085 (1)	11485	11885 (2)	12285
13			11820 (2)	12220 (1)	12620 (1)
14				12555 (2)	12955 (2)
15					13290 (13)

*The bonus for the earned doctorate is $600 beyond Class V placement.

Classifications

Class I	- Less than an MA degree; or vocational teachers with partial fulfillment of requirements for either a Standard Designated Subjects of Special Secondary Class A Vocational Credential
Class II	- MA degree; or vocational teachers with either a regular Standard Designated Subjects or Special Secondary Class A Vocational Credential; or partial fulfillment of above requirements with BA degree
Class III	- MA degree and 45 units of upper division or graduate work beyond the BA degree; or MA degree plus 15 units of upper division or graduate work beyond the MA degree; or vocational teachers with a regular Standard Designated Subjects or Special Secondary Class A Vocational Credential and a BA degree
Class IV	- MA degree and 60 units of upper division or graduate work beyond the BA degree; or MA degree plus 30 units of upper division or graduate work beyond the MA degree; or vocational teachers with a regular Standard Designated Subjects or Special Secondary Class A Vocational Credential and BA degree plus 15 units; or an MA degree with partial fulfillment of requirements for the above credentials
Class V	- MA degree and 75 units of upper division or graduate work beyond the BA degree; or MA degree plus 45 units of upper division or graduate work beyond the MA degree; or vocational teachers with a Standard Designated Subjects or Special Secondary Class A Vocational Credential and an MA degree

Note: For initial placement of certificated personnel on the salary schedule, the following criteria is used for the evaluation of previous experience:

1. The maximum credit granted for out-of-district experience is seven years. The maximum entering step is Step 8.

2. Teaching experience is granted full credit up to the maximum allowable.

3. Teaching experience as a full-time teaching assistant is granted half credit to a maximum of two full years credit. One step credit is granted for each two years of full-time teaching as a teaching assistant.

4. Experience in an occupational, industrial field other than teaching, but in a field relevant to the teaching assignment may be granted half credit; one step credit for each two years of experience.

5. Relevancy of the experience to the teaching assignment is determined by the division chairman in consultation with the hiring officer.

The Santa Barbara Junior College District will pay the cost for the employee only, (up to $12.41 maximum per month) in a Blue Cross group health plan approved by the Board of Trustees. District paid coverage is made available only to those employees working on a contract basis, on a minimum assignment of one-half time or more.

SANTA MONICA UNIFIED SCHOOL DISTRICT
SANTA MONICA CITY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 6130	$ 6546	$ 6962	$ 7378	$ 7794
2	6442	6858	7274	7690	8106 (1)
3	6754	7170	7586	8002	8418 (2)
4	7066	7482	7898	8314	8730
5	7378	7794	8210	8626 (1)	9042
6	7690	8106	8522	8938	9354
7	8002	8418	8834	9250	9666 (2)
8	8314	8730	9146	9562	9978 (3)
9	8626	9042	9458	9874	10290
10	8938	9354	9770	10186	10602
11	9250	9666	10082	10498	10914 (1)
12	9562	9978	10394	10810	11226 (1)
13	9874	10290	10706	11122	11538 (2)
14	10186	10602 (1)	11018 (2)	11434 (4)	11850 (8)

Steps	Class VI	Class VII	Class VIII	Class IX
1	$ 8210	$ 8626	$ 9042	$ 9497
2	8522	8938	9354	9809
3	8834 (1)	9250	9666 (1)	10121
4	9146	9562	9978 (1)	10433
5	9458 (1)	9874	10290	10745
6	9770 (1)	10186	10602	11057
7	10082	10498 (1)	10914	11369
8	10394	10810 (3)	11226 (5)	11681
9	10706	11122 (3)	11538 (5)	11993
10	11018	11434 (2)	11850 (3)	12305 (1)
11	11330	11746 (2)	12162 (1)	12617 (2)
12	11642 (1)	12058	12474 (6)	12929 (1)
13	11954 (3)	12370	12786 (7)	13241
14	12266 (4)	12682 (15)	13098 (42)	13553 (13)

Classifications

Class I - BA degree; or 124 units or equivalent; or Temporary Vocational Credential
Class II - BA degree plus 14 units or equivalent; or Temporary Vocational Credential plus 14 units or equivalent
Class III - BA degree plus 28 units or equivalent; or Vocational Credential plus 28 units or equivalent
Class IV - BA degree plus 42 units; or MA degree; or Vocational Credential plus 42 units or equivalent
Class V - BA degree plus 56 units; or MA degree plus 14 units; or Vocational Credential plus 56 units or equivalent
Class VI - MA degree plus 28 units; or Vocational Credential plus BA degree
Class VII - MA degree plus 42 units; or Vocational Credential plus BA degree plus 14 units
Class VIII - MA degree plus 56 units; or Vocational Credential plus MA degree
Class IX - Earned doctorate

COLLEGE OF THE SEQUOIAS JUNIOR COLLEGE DISTRICT
COLLEGE OF THE SEQUOIAS

Steps	Class I	Class II	Class III	Class IV**	Class V**	Class VI
1	$ 7050	$ 7500	$ 7900	$ 8400	$ 8850	$ 9550
2	7250	7700	8200	8600	9100	9750
3	7500 (1)	7900	8400	8850	9300	9950
4	7700	8200	8600 (2)	9100	9550	10250
5	7900	8400	8850	9300	9750 (1)	10450
6	8200 (2)	8600	9100	9550 (1)	9950 (1)	10650
7	8400 (1)	8850	9300 (1)	9750 (2)	10250 (1)	10900
8	8600	9100 (1)	9550 (4)	9950	10450 (1)	11100
9	8850 (1)	9300	9750 (3)	10250 (2)	10650 (3)	11350
*						
10	9100	9550	9950 (3)	10450	10900 (3)	11600
11	9300	9750	10250 (3)	10650 (3)	11100 (3)	11800
12	9550	9950	10450 (1)	10900	11350 (1)	12000
13	9750	10250 (1)	10650	11100 (2)	11600 (2)	12300
14	9950	10450	10900 (1)	11350	11800	12500
15	10250	10650 (3)	11100 (15)	11600 (13)	12000 (20)	12700 (5)

*A maximum of eight years' credit based on past teaching experience may be given to new instructors, except Class VI where there is no limit on past teaching experience.

**Must have an MA degree for placement in Class IV or Class V.

Classifications

Class I	- BA degree; or Special Secondary Credential; or a Temporary Vocational Teaching Credential
Class II	- BA degree plus 30 semester units***; or General Secondary Credential; or Regular Class A Vocational Credential
Class III	- MA degree; or BA degree plus 45 semester units; or Class A Vocational Credential and BA degree
Class IV	- MA degree and 60 semester units beyond the BA degree
Class V	- MA degree and 75 semester units beyond the BA degree
Class VI	- Earned doctorate (no equivalent)

***Only those collegiate units may be counted which were taken subsequent to the awarding of the BA degree or equivalent.

SHASTA JOINT JUNIOR COLLEGE DISTRICT
SHASTA COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 6700	$ 7090 (1)	$ 7480 (1)	$ 7870	$ 8260
2	7090	7480	7870 (1)	8260	8650 (2)
3	7480 (1)	7870 (1)	8260	8650 (5)	9040 (1)
4	7870 (1)	8260 (1)	8650 (1)	9040 (1)	9430
5	8260	8650	9040 (3)	9430 (1)	9820 (3)
6	8650 (1)	9040 (3)	9430	9820 (5)	10210 (3)
7	9040 (2)	9430	9820 (1)	10210 (4)	10600 (1)
8	9430 (1)	9820	10210	10600 (1)	10990
9	9820 (1)	10210	10600	10990	11380
10	10210	10600	10990 (1)	11380	11770 (1)
11		10990 (1)	11380	11770	12160
12			11770	12160 (6)	12550 (1)
13					12940 (27)

Add $515 to employee's yearly salary if he holds an earned doctor's degree.

Classifications

Class I	- Teachers not qualifying for Class II through V
Class II	- One of the following options: General Secondary or Junior College Credential; or Special Secondary or Vocational Arts Credential plus 24 semester units beyond degree date; or T and I Credential plus 24 semester units beyond credential date; or T and I Credential plus BA degree
Class III	- General Secondary or Junior College or T and I Credential plus one of the following: MA degree and 42 semester units beyond BA degree date; or Full-time T and I Credential plus 42 units beyond credential date; or Full-time T and I Credential plus BA degree plus 18 semester units beyond degree date
Class IV	- General Secondary or Junior College or T and I Credential plus one of the following: MA degree and 60 semester units beyond BA degree date; or Full-time T and I Credential plus 60 semester units beyond credential date; or Full-time T and I Credential plus BA degree plus 36 semester units beyond degree date
Class V	- General Secondary or Junior College or T and I Credential plus one of the following: MA degree and 78 semester units beyond BA degree date; or Full-time T and I Credential and BA degree plus 78 semester units beyond credential date; or Full-time T and I Credential and BA degree plus 54 semester units beyond degree date

Note: 1. Certificated employees hired prior to July 1, 1967, will follow the old unit requirements until September, 1968. At this time they will either meet the new requirements or drop back one Class.

2. Any certificated employee hired before July 1, 1967, who is Class III, IV, or V without an MA degree or Full-time T and I Credential will remain in his present Class until he meets the new requirements for the next Class.

SIERRA JOINT JUNIOR COLLEGE DISTRICT
SIERRA COLLEGE

Steps	Class I	Class II	Class III*	Class IV*
1	$ 7450	$ 7950	$ 8450	$ 8950
2	7800	8300	8800	9300
3	8150 (1)	8650 (2)	9150 (1)	9650
4	8500	9000 (1)	9500 (1)	10000
5	8850	9350	9850	10350
6	9200 (1)	9700	10200	10700 (1)
7	9550	10050 (1)	10550	11050 (1)
8	9900	10400 (2)	10900 (1)	11400 (2)
9	10250 (1)	10750	11250 (1)	11750 (1)
10	10600 (2)	11100 (1)	11600 (2)	12100
11		11450 (6)	11950 (4)	12450 (3)
12			12300 (7)	12800
13				13150 (28)

Add $750 additional per annum for doctorate.

Classifications

Class I	- Any credential authorizing the holder to teach in the California junior college
Class II	- BA degree and 50 units; or MA degree; or T & I Vocational Arts Class A (two-year renewal - 22 units) plus 30 units
Class III	- BA degree and 70 units; or MA degree and 20 units; or T & I Vocational Arts Class A (two-year renewal - 22 units) plus 60 units; MA degree or T & I Vocational Credential required
Class IV	- General Secondary Credential and 60 units; or BA degree and 90 units; or MA degree and 40 units; or T & I Vocational Arts Class A (two-year renewal - 22 units) plus 90 units; MA degree or T & I Vocational Credential required

*Teachers placed in Class III or IV prior to July 1, 1965, are exempt from the MA degree or the equivalent requirement.

SISKIYOU JOINT JUNIOR COLLEGE DISTRICT
COLLEGE OF THE SISKIYOUS

						T & I	
Steps	Class I	Class II	Class III	Class IV	Class V*	Class I	Class II
1	$5900	$6220	$ 6740	$ 7090	$ 7440	$6100	$6600
2	6240	6560	7080 (1)	7430	7780	6440	6940
3	6580	6900	7420 (1)	7770	8120	6780	7280
4		7240 (2)	7760 (1)	8110	8460	7120	7620
5		7580	8100 (1)	8450	8800 (1)	7460	7960
6		7920 (3)	8440 (2)	8790 (2)	9140	7800	8300
7		8260	8780 (1)	9130	9480 (2)	8140	8640
8		8600 (2)	9120	9470	9820 (1)	8480	8980
9			9460 (1)	9810 (1)	10160 (2)	8820	9320
10			9800	10150	10500	9160	9660
11			10140 (1)	10490 (1)	10840		
12			10480	10830 (3)	11180 (3)		
13				11170	11520		
14					11860		

*Add $400 to Class V for a doctor's degree plus credential.

Classifications

Class I - BA or BS degree plus credential
Class II - BA or BS degree plus 15 semester units plus credential
Class III - MA or MS degree plus credential
Class IV - MA or MS degree plus 30 semester units plus credential
Class V - MA or MS degree plus 45 semester units plus credential

Trade and Industrial

Class I - Temporary Trade and Industrial Credential
Class II - Permanent Trade and Industrial Credential

Note: Up to five years' credit is given for previous experience.

SOLANO COUNTY JUNIOR COLLEGE DISTRICT
SOLANO COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$6600	$ 7100 (3)	$ 7600 (1)	$ 8100	$ 8600
2	6940	7440 (2)	7940	8440	8940
3	7280 (1)	7780	8280 (1)	8780	9280
4	7620 (1)	8120	8620	9120	9620
5	7960	8460	8960 (3)	9460 (1)	9960
6	8300	8800	9300 (2)	9800	10300
7	8640	9140 (1)	9640 (2)	10140 (1)	10640
8	8980 (1)	9480	9980 (1)	10480 (1)	10980
9		9820 (1)	10320 (1)	10820 (2)	11320
10		10160	10660 (1)	11160 (4)	11660
11		10500 (2)	11000	11500 (8)	12000
12			11340 (1)	11840 (1)	12340
13			11680 (3)	12180 (1)	12680
14				12520 (22)	13020

Classifications

Class I - Regular California Teacher's Credential
Class II - BA degree plus 30 units; or MA degree
Class III - BA degree plus 60 units; or MA degree plus 24 units; or BA degree plus 48 units with MA degree
Class IV - BA degree plus 90 units; or MA degree plus 48 units; or BA degree plus 72 units with MA degree
Class V - Earned doctorate

SONOMA COUNTY JUNIOR COLLEGE DISTRICT
SANTA ROSA JUNIOR COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	$ 6800	$ 7000	$ 7450	$ 7950	$ 8450	$ 8950
2	7200	7400	7900 (1)	8400	8900	9400
3	7600	7800	8350 (1)	8850 (1)	9350 (3)	9850
4	8000 (1)	8200	8800	9300	9800 (1)	10300
5	8400 (1)	8600	9250 (2)	9750 (1)	10250 (2)	10750
6	8800	9000	9700 (2)	10200 (3)	10700 (3)	11200 (1)
7	9200 (1)	9400 (1)	10150 (1)	10650	11150 (3)	11650
8	9600	9800	10600 (1)	11100 (3)	11600 (2)	12100
9	10000	10200	11050 (1)	11550	12050	12550
10*	10400 (3)	10600 (2)	11500 (2)	12000 (1)	12500 (5)	13000 (1)
11	10800	11000	11950 (1)	12450	12950	13450
12	11200 (1)	11400 (2)	12400 (8)	12900 (12)	13400 (22)	13900 (2)

*Ten step limitation for Class I and II. (Teachers already placed in Steps 11 or 12 on the old schedule may progress to a maximum of $11,200. Teachers moving horizontally from Class I to Class II at Step 12 on the old schedule may progress to a maximum of $11,400.)

Classifications

Class I - BA degree; or Standard Designated Subjects Teaching Credential with specialization in vocational trade and technical teaching

Class II - BA degree plus 30 semester units; or Permanent Standard Designated Subjects Teaching Credential with specialization in vocational trade and technical teaching

Class III - MA degree; or BA degree plus Permanent Standard Designated Subjects Teaching Credential with specialization in vocational trade and technical teaching

Class IV - MA degree plus 20 semester units; or BA degree plus 55 semester units, including the MA degree; or BA degree plus Permanent Standard Designated Subjects Teaching Credential with specialization in vocational trade and technical teaching and subsequent 20 semester units

Class V - MA degree plus 40 semester units; or BA degree plus 75 semester units, including the MA degree; or MA degree plus Permanent Standard Designated Subjects Teaching Credential with specialization in vocational trade and technical teaching

Class VI - Doctorate

Note:

1. Total transferable credit from any combination of sources shall be limited to twelve steps.

2. The total evaluation of previous experience shall be computed to the nearest whole number. No more than one year's credit may be earned in one academic year.

3. A maximum of twelve steps credit for full-time teaching experience on an equal or higher educational level than SRJC shall be granted, each year to count as one step toward the twelve-step maximum.

SOUTH COUNTY JOINT JUNIOR COLLEGE DISTRICT
CHABOT COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 7280	$ 7592	$ 8216 (1)	$ 8528 (1)	$ 8840
2	7592	7904	8528 (6)	8840 (3)	9152
3	7904	8216	8840 (4)	9152 (4)	9464
4	8528	8840	9464	9776 (2)	10088
5	8944	9256	9880 (3)	10192 (3)	10504 (1)
6	9360	9672	10296 (7)	10608 (17)	10920 (1)
7	9776 (1)	10088 (1)	10712 (9)	11024 (9)	11336 (2)
8	10192 (1)	10504 (1)	11128 (7)	11440 (17)	11752 (1)
9	10608	10920 (1)	11544	11856 (15)	12168 (1)
10	11024	11336	11960 (5)	12272 (10)	12584 (2)
11		11648	12376 (3)	12688 (13)	13000 (1)
12		11960 (2)	12792 (1)	13104 (7)	13416 (2)
13			13104	13520	13832
14			13416	13832	14248
15			13728	14144	14560

Classifications

Class I - BA degree; or Designated Subjects Credential in
Clas Technical-Vocational Education
Class II - BA degree plus 30 graduate or upper division semester units; or Designated Subjects Credential in Technical-Vocational Education with 42 semester units
Class III - MA degree; or Designated Subjects Credential in Technical-Vocational Education with 72 semester units
Class IV - MA degree and 60 upper division* or graduate semester units; or Designated Subjects Credential in Technical-Vocational Education with BA degree
Class V - Doctorate

*Beyond those normally required for the BA degree

STATE CENTER JUNIOR COLLEGE DISTRICT
FRESNO CITY COLLEGE
REEDLEY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 6907 (1½)	$ 7400	$ 7775	$ 8150	$ 8525
2	7282 (1)	7775 (1)	8150 (2)	8525	8900
3	7657 (1)	8150 (8)	8525 (1½)	8900 (1)	9275
4	8032 (1)	8525 (3)	8900 (1)	9275 (1)	9650
5	8407 (1)	8900 (5)	9275 (1)	9650	10025 (3¼)
6	8782 (2)	9275 (2½)	9650	10025 (1)	10400
7	9157 (2)	9650 (6)	10025 (1)	10400 (3)	10775 (1)
8	9532 (1)	10025 (7)	10400 (1)	10775 (2)	11150
9	9907 (4)	10400 (6½)	10775 (3)	11150 (8)	11525 (2)
10	10281 (3)	10775 (6)	11150 (4)	11525 (12)	11900 (1)
11	10656 (1)	11150 (2)	11525	11900 (4)	12275
12	11031 (2)	11525 (1)	11900 (1)	12275 (2)	12650 (2)
13		11900 (17 1/3)	12275 (2 1/5)	12650 (2½)	13025 (2)
14			12650 (15)	13025 (36½)	13400 (30 3/10)

Classifications

Class I	- BA degree; or Full-time, two-year renewal Standard Designated Subjects Teaching Credential (with a specialization in Health or in Vocational Trade and Technical teaching) and no degree
Class II	- MA degree; or BA degree plus 45 units and valid teaching credential; or full-time, two-year renewal Standard Designated Subjects Teaching Credential (with a specialization in Health or in Vocational Trade and Technical teaching) and a BA degree; or full-time Life Standard Designated Subjects Teaching Credential (with a specialization in Health or in Vocational Trade and Technical teaching) and an Associate Degree or 60 units; or five-year renewal Vocational Class A Credential in Trade and Industrial Education and no degree
Class III	- MA degree and 30 units subsequent to date of MA degree; or MA degree and 60 units subsequent to date of BA degree; or full-time, two-year renewal Standard Designated Subjects Teaching Credential (with a specialization in Health or in Vocational Trade and Technical teaching) and an MA degree; or full-time Life Standard Designated Subjects Teaching Credential (with a specialization in Health or in Vocational Trade and Technical teaching) and a BA degree; or five-year renewal Vocational Class A Credential in Trade and Industrial Education and a BA degree; or Life Vocational Class A Credential in Trade and Industrial Education and 30 units subsequent to completion of Life Class A Credential
Class IV	- MA degree and 45 units subsequent to date of MA degree; or MA degree and 75 units subsequent to date of BA degree; or full-time Life Standard Designated Subjects Teaching Credential (with specialization in Health or in Vocational Trade and Technical teaching) and an MA degree; or five-year renewal Vocational Class A Credential in Trade and Industrial Education and an MA degree; or Life Vocational Class A Credential in Trade and Industrial Education and 45 units subsequent to completion of Life Class A Credential

Class V - Earned doctorate; or MA degree and 60 units subsequent to date of MA degree; or MA degree and 90 units subsequent to date of BA degree; or full-time Life Standard Designated Subjects Teaching Credential (with specialization in Health or in Vocational Trade and Technical teaching) and an MA degree plus 30 units; or five-year renewal Vocational Class A Credential in Trade and Industrial Education and an MA degree plus 30 units; or Life Vocational Class A Credential in Trade and Industrial Education and 60 units subsequent to completion of Life Class A Credential

Note: All references to units are to semester units.

SWEETWATER JUNIOR COLLEGE DISTRICT
SOUTHWESTERN COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
1	$6600	$ 7260 (1)	$ 7540	$ 7920	$ 8250	$ 8580	$ 8910
2	6930	7590	7920 (2)	8250	8580	8910	9240
3	7260	7920 (3)	8250 (2)	8580	8910 (2)	9240 (1)	9570 (1)
4	7590	8250 (2)	8580 (1)	8910 (2)	9240 (1)	9570	9900
5	7920	8580 (2)	8910 (1)	9240 (1)	9570	9900	10230
6	8250 (1)	8910	9240 (3)	9570	9900 (1)	10230 (1)	10560
7	8580 (1)	9240	9570 (2)	9900	10230	10560 (3)	10890
8	8910	9570 (2)	9900 (2)	10230 (1)	10560 (1)	10890 (6)	11220
9	9240	9900	10230	10560	10890 (2)	11220 (2)	11550 (1)
10	9570	10230	10560	10890	11220 (2)	11550 (4)	11880
11	9900	10560	10890 (1)	11220 (2)	11550	11880 (2)	12210
12			11220	11550	11880	12210	12540 (1)
13			11550 (8)	11880 (3)	12210 (1)	12540 (2)	12870
14					12540 (3)	12870 (8)	13200 (2)
20*	10230	10890	11880	12210	12870	13200	13530

*Merit Increment. "Anniversary Merit Increment" shall be granted to instructors who meet the following conditions:

a. Have been an employee of the Sweetwater High School and/or College District for 20 years or more. Sweetwater High School District experience applies only to those employed by the College prior to July 1, 1967.

b. Must receive the recommendation of the instructional office and superintendent/president based on a satisfactory evaluation of service.

c. Must have taken at least six units of college work in their teaching field during the past five years.

Classifications

Class I - BA degree on encumbered vocational credential
Class II - MA degree; or BA degree plus 30 semester units subsequent to BA degree; or unencumbered vocational credential
Class III - MA degree with 45 semester units subsequent to BA degree; or BA degree and encumbered vocational credential; or unencumbered vocational credential plus 15 semester units applicable to BA degree
Class IV - MA degree with 60 semester units subsequent to BA degree; or MA degree and encumbered vocational credential; or unencumbered vocational credential plus 30 semester units applicable to BA degree
Class V - MA degree with 75 semester units subsequent to BA degree; or unencumbered vocational credential plus BA degree
Class VI - MA degree with 90 semester units subsequent to BA degree; or unencumbered vocational credential plus MA degree
Class VII - Earned doctorate

VENTURA COUNTY JUNIOR COLLEGE DISTRICT
MOORPARK COLLEGE
VENTURA COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 6835.50	$ 7519.05 (2)	$ 8202.60 (1)	$ 8886.15	$ 9569.70
2	7177.28	7860.83	8544.38	9227.93	9911.48
3	7519.05	8202.60 (1)	8886.15 (1)	9569.70 (2)	10253.25
4	7860.83 (2)	8544.38 (1)	9227.93 (2)	9911.48	10595.03
5	8202.60 (2)	8886.15 (2)	9569.70 (2)	10253.25 (1)	10936.80 (1)
6	8544.38 (4)	9227.93 (1)	9911.48 (2)	10595.03 (17)	11278.58 (2)
7	8886.15 (4)	9569.70 (2)	10253.25	10936.80 (8)	11620.35 (1)
8	9227.93 (4)	9911.48 (2)	10595.03 (4)	11278.58 (16)	11962.13 (2)
9	9569.70 (2)	10253.25 (1)	10936.80 (3)	11620.35 (16)	12303.90 (3)
10	9911.48 (1)	10595.03 (1)	11278.58 (1)	11962.13 (6)	12645.68
11	10253.25	10936.80	11620.35 (3)	12303.90 (4)	12987.45
12	10595.03 (2)	11278.58 (1)	11962.13	12645.68 (1)	13329.23
13*	10936.80 (5)	11620.35 (1)	12303.90 (9)	12987.45 (33)	13671.00 (9)

*Service Increment: After 15 years - $200 per year
After 20 years - $400 per year
After 25 years - $600 per year
After 30 years - $800 per year

Classifications

Class I	- BA degree; or Temporary Vocational Credential; or one additional step shall be granted for 15 semester units appropriate to an MA degree or a long-term Vocational Credential; or two additional steps shall be granted for 30 semester units appropriate to an MA degree or a long-term Vocational Credential
Class II	- BA degree plus 45 semester units after receipt of the BA degree and an MA degree; or long-term Vocational Credential and BA degree
Class III	- BA degree plus 60 semester units after receipt of the BA degree and an MA degree; or long-term Vocational Credential and BA degree plus 15 units after receipt of BA degree
Class IV	- BA degree plus 75 semester units after receipt of BA degree and an MA degree; or long-term Vocational Credential and an MA degree
Class V	- Earned doctorate

VICTOR VALLEY JOINT JUNIOR COLLEGE DISTRICT
VICTOR VALLEY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	$6790 (1)	$7372	$ 7954 (1)	$ 8536	$ 9118	$ 9700
2	7032	7629	8225	8822 (2)	9418	10015 (1)
3	7275	7886	8497	9108	9719	10330
4	7517	8143	8768	9394 (1)	10020 (3)	10645
5	7760	8400	9040	9680 (1)	10320	10961 (2)
6	8002	8657	9312	9966 (1)	10621 (2)	11276
7	8245	8914	9583	10252 (1)	10922	11591 (2)
8	8487	9171	9855	10539	11222 (2)	11906
9		9428	10126	10825	11523 (2)	12222
10			10398	11111	11824	12537 (1)
11				11397 (3)	12125 (1)	12852
12					12425	13167 (1)
13						13483 (3)

Classifications

Class I - BA degree; or T + I
Class II - BA degree plus 15 units; or T + I plus 5 years*
Class III - BA degree plus 30 units; or T + I plus 10 years; or T + I plus AA degree
Class IV - MA degree; or BA degree plus 45 units; or T + I plus BA degree
Class V - BA degree plus 60 units including an MA degree; or MA degree plus 15 units; or T + I plus BA degree plus 15 units
Class VI - BA degree plus 75 units including an MA degree; or MA degree plus 30 units**; or T + I plus BA degree plus 30 units

*One year of experience equals three units in T + I program.
**Add $600 for earned doctorate.

Note: For new teachers entering the district a maximum of four years' teaching experience will be allowed, with placement on the 5th step; however, any new teacher who has had nine or more years of teaching experience may, if he or she enters the district in Class V or VI only, be granted one year's additional credit and be placed on the 6th step.

WEST KERN JUNIOR COLLEGE DISTRICT
TAFT COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 7350	$ 7770	$ 8190	$ 8610	$ 9030
2	7770	8190	8610	9030	9450
3	8190	8610	9030	9450	9870
4	8610 (1)	9030	9450	9870	10290
5	9030	9450	9870	10290 (1)	10710
6	9450	9870	10290 (1)	10710	11130
7	9870	10290 (1)	10710	11130	11550
8	10290	10710 (1)	11130	11550	11970 (1)
9	10710	11130 (1)	11550	11970	12390 (1)
10	11130	11550 (1)	11970	12390	12810 (1)
11	11550	11970	12390 (1)	12810	13230 (1)
12	11970	12390 (1)	12810	13230 (1)	13650 (16)

Classifications

Class I - BA degree and appropriate credential
Class II - BA degree plus 30 units and appropriate credential
Class III - BA degree plus 45 units and appropriate credential
Class IV - BA degree plus 60 units including MA degree and appropriate credential
Class V - BA degree plus 75 units including MA degree and appropriate credential

Note:

1. Hurdles are placed at the end of the fifth and ninth year. In order to jump a hurdle within a class, the teacher must submit credit on at least six semester hours of approved college level work.

2. A teacher who claims prior experience or professional training shall be responsible for obtaining official statements and records for the district superintendent. The district superintendent will evaluate the statements and records. In case of a disagreement in evaluation, the case will be referred to the evaluating committee. The teacher must substantiate all credits to be applied for salary rating during the subsequent years by transcripts of record filed in the district superintendent's office.

3. Credit for military service will be given to those teachers who have held a valid teaching credential before entering the military service. Credit shall be given at the rate of one year's experience for two years of military experience.

WEST VALLEY JOINT JUNIOR COLLEGE DISTRICT
WEST VALLEY COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$7250 (3)	$ 7975	$ 8410	$ 8845	$ 9570
2	7613 (1)	8334 (3)	8773	9208 (1)	9933
3	7975	8700 (1)	9135 (3)	9570 (1)	10295
4	8334 (2)	9135 (1)	9570 (2)	10005 (3)	10730
5	8700 (1)	9570	10005 (2)	10440 (1)	11165
6	9135 (2)	10005 (2)	10440 (4)	10875 (6)	11600
7		10440 (3)	10875 (2)	11310 (9)	12035 (2)
8		10875 (3)	11310 (3)	11745 (9)	12470
9		11310	11745 (1)	12180 (3)	12905
10		11745	12180 (2)	12615 (7)	13340 (1)
11		12180 (2)	12615	13050 (8)	13775
12		12615 (3)	13050 (1)	13485 (17)	14210 (4)

Classifications

Class I - BA degree
Class II - MA degree; or Class A Vocational; or Standard Designated Subjects Credential
Class III - MA degree plus 15 units earned subsequent to MA degree; or BA degree plus 45 units earned subsequent to BA degree with MA degree; or Class A Vocational or Standard Designated Subjects Credential plus BA degree
Class IV - MA degree plus 30 units earned subsequent to MA degree; or BA degree plus 60 units earned subsequent to BA degree with MA degree; or Class A Vocational or Standard Designated Subjects Credential with BA degree plus 30 units
Class V - Earned doctorate from an accredited institution

YOSEMITE JUNIOR COLLEGE DISTRICT
COLUMBIA JUNIOR COLLEGE
MODESTO JUNIOR COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	$6750 (8)	$ 7250 (3)	$ 7750	$ 8250 (1)	$ 8750	
2	7095	7595 (1)	8095	8595	9095 (1)	
2½	7268 (1)	7768 (1)				
3	7440 (1)	7940	8440	8940	9440	
3½	7613	8113 (2)				
4	7785 (1)	8285	8785	9285	9785 (2)	
5	8130 (2)	8630 (1)	9130	9630 (1)	10130 (2)	
5½		8803 (1)	9303 (1)			
6	8475 (2)	8975	9475 (1)	9975 (1)	10475 (1)	
6½				10148 (1)		
7	8820 (1)	9320 (3)	9820	10320	10820 (3)	
7½			9993 (3)			
8	9165 (1)	9665 (2)	10165 (3)	10665 (1)	11165 (1)	$11865 (1)
8½				10838 (2)	11338 (1)	12038 (1)
9		10010 (6)	10510	11010 (2)	11510 (5)	
9½			10683 (1)	11183 (4)	11683 (1)	
10			10855	11355 (1)	11855 (3)	
10½					12028 (2)	
11			11200 (2)	11700 (4)	12200 (4)	
11½					12373 (1)	
12				12045 (2)	12545 (12)	13245 (2)
12½					12718 (2)	13418 (2)
13				12390 (3)	12890 (4)	13595 (1)
13½					13063 (2)	
14					13235 (2)	
14½					13408 (2)	14108 (1)
15		12080 (1)	12580 (2)	13080 (3)	13580 (64)	14280 (4)

Classifications

Class I - BA degree plus 24 units
Class II - BA degree plus 36 units and MA degree
Class III - BA degree plus 48 units and MA degree
Class IV - BA degree plus 60 units and MA degree
Class V - BA degree plus 72 units and MA degree
Class VI - Doctorate

Note:
1. The MA degree or equivalent is required for all new staff members for Classes III, IV, and V.
2. Incoming staff placed in Class II without MA degree will have 2 percent deducted.
3. Any person with the doctorate will be paid an added stipend of $700.
4. The district will pay the health insurance premium for the employee and his dependents.

YUBA JUNIOR COLLEGE DISTRICT
YUBA COLLEGE

Steps	Class I	Class II	Class III	Class IV	Class V
1	$ 6743 (1)	$ 7181 (2)	$ 7620 (1)	$ 8058	$ 8496
2	7013 (2)	7451 (2)	7889	8328	8766
3	7296 (1)	7734 (1)	8173	8611	9049
4	7593	8031 (2)	8462 (3)	8908	9346
5	7903	8341	8779 (2)	9218 (1)	9656
*					
6	8226	8665 (2)	9103 (1)	9541	9980
7	8564	9002 (1)	9440	9878 (1)	10317
8	8914	9353 (4)	9791 (1)	10229 (1)	10667
9	9278	9717	10155 (2)	10593 (3)	11032
10	9656	10094 (4)	10533 (1)	10971 (2)	11409
*					
11	10047	10485	10924	11362	11800
12	10452	10890	11328 (2)	11767	12205
13	10870 (2)	11308	11746	12185 (1)	12623
14	11301	11740	12178 (1)	12616	13054
15	11746 (1)	12185 (7)	12623 (9)	13061 (7)	13500 (1)

*Denotes hurdle of six units, upper division or graduate.

Classifications

Class I - BA degree; or Special Secondary Credential
Class II - BA degree plus 30 units; or MA degree
Class III - BA degree plus 60 units; or MA degree plus 30 units
Class IV - BA degree plus 90 units; or MA degree plus 60 units
Class V - Earned doctorate

Note: 1. A new instructor may not be placed higher than Step 12.

2. Teaching experience on an educational level other than college is not accepted for placement on this schedule; it is limited to full credit for the first five years of college teaching, 50 percent credit for any years over five, and not to exceed placement on Step 12.

3. Instructors employed during the 1963-64 school year or thereafter may not progress beyond Step 5 while classified in Class I nor beyond Step 10 while classified in Class II. Teachers on the staff prior to that time are allowed to proceed to the class maximum if they meet the hurdle requirements after the fifth and tenth years.

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

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BUREAU of
Junior College
ADMINISTRATION
AND FINANCE

Salary Schedules

for ADMINISTRATIVE PERSONNEL IN CALIFORNIA PUBLIC JUNIOR COLLEGES

1967 - 1968

UNIVERSITY OF CALIF.
LOS ANGELES

MAR 5 1968

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

CALIFORNIA STATE DEPARTMENT OF EDUCATION
MAX RAFFERTY SUPERINTENDENT OF PUBLIC INSTRUCTION
SACRAMENTO 1968

JC680 15

SALARY SCHEDULES FOR ADMINISTRATIVE PERSONNEL IN CALIFORNIA PUBLIC JUNIOR COLLEGES, 1967-1968

Prepared Under the Direction of

ARCHIE L. McPHERRAN
Acting Chief, Division of Higher Education, and
Chief, Bureau of Junior College Administration and Finance

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OVERVIEW AND SUMMARY OF REPORTED ADMINISTRATIVE SALARY SCHEDULES AND SALARIES IN CALIFORNIA DISTRICTS MAINTAINING PUBLIC JUNIOR COLLEGES FOR THE 1967-68 COLLEGE YEAR

This is the eighth report on administrative salary schedules and current salaries in California districts maintaining public junior colleges which is now compiled by the Bureau of Junior College Administration and Finance. As in the previous reports, the administrative salary schedules have been presented so as to indicate significant methods, policies, or techniques used in developing such schedules.

Administrative salaries for the 1967-68 college year are included primarily to provide an index to the current level of salaries for administrative responsibilities and to facilitate comparisons of salaries for similar administrative positions within junior colleges. Unfortunately, the administrative functions and responsibilities assigned to positions with similar titles in the two types of districts maintaining junior colleges are not uniform or easily identified. Differences in the sizes of the districts or junior colleges, the personnel involved, and terminology have all had their influence on the actual responsibilities and functions assigned to positions with similar titles. To summarize the report, however, it was necessary to arbitrarily group the many positions and titles into nine broad administrative position categories which are described below, following the summary table. In addition, the various districts maintaining junior colleges were grouped according to the average daily attendance as if for apportionment purposes for the fiscal year 1966-67. Eleven such groups were identified. Details of the grouping follow the table below. No attempt was made to combine the groups into one table. Many of the difficulties mentioned in the foregoing regarding differences in administrative responsibilities among the various districts prohibited overall comparisons.

SUMMARY OF ADMINISTRATIVE SALARIES GROUPED BY DISTRICT ADA* SHOWING POSITION CATEGORIES FOR DISTRICTS MAINTAINING JUNIOR COLLEGES

a. Group 1 (Fewer than 500 ADA; 2 districts, only 1 reporting.)

Position Categories	Number of Positions Reported	Salary Data Classifications			
		Minimum	Maximum	Median	Mean
I	--	--	--	--	--
Ia	1	$19,105	$19,105	$19,105	$19,105
II	1	14,980	14,980	14,980	14,980
III	--	--	--	--	--
IIIa	2	15,836	16,472	16,154	16,154
IV	--	--	--	--	--
V	--	--	--	--	--
Va	--	--	--	--	--
VI	--	--	--	--	--

*Total average daily attendance for all purposes were used.

OVERVIEW AND SUMMARY (continued)

b. Group 2 (ADA: 501-1000; 8 districts reporting.)

Position Categories	Number of Positions Reported	Salary Data Classifications			
		Minimum	Maximum	Median	Mean
I	8	$18,500	$24,000	$20,896	$20,750
Ia	--	--	--	--	--
II	1	18,638	18,638	18,638	18,638
III	30	10,500	19,600	15,526	15,710
IIIa	--	--	--	--	--
IV	2	16,371	17,528	16,950	16,950
V	4	15,475	16,500	16,006	16,024
Va	--	--	--	--	--
VI	--	--	--	--	--

c. Group 3 (ADA: 1001-2000; 8 districts reporting.)

Position Categories	Number of Positions Reported	Salary Data Classifications			
		Minimum	Maximum	Median	Mean
I	8	$18,500	$26,901	$21,613	$20,750
Ia	--	--	--	--	--
II	--	--	--	--	--
III	38	11,354	19,408	16,230	16,211
IIIa	--	--	--	--	--
IV	--	--	--	--	--
V	8	10,744	16,047	13,884	14,576
Va	--	--	--	--	--
VI	--	--	--	--	--

d. Group 4 (ADA: 2001-3000; 10 districts reporting.)

Position Categories	Number of Positions Reported	Salary Data Classifications			
		Minimum	Maximum	Median	Mean
I	10	$20,000	$28,425	$23,543	$22,750
Ia	--	--	--	--	--
II	--	--	--	--	--
III	58	12,215	22,000	16,651	16,635
IIIa	--	--	--	--	--
IV	--	--	--	--	--
V	31	10,352	17,292	14,456	14,212
Va	--	--	--	--	--
VI	--	--	--	--	--

OVERVIEW AND SUMMARY (continued)

e. Group 5 (ADA: 3001-4000; 10 districts reporting.)

Position Categories	Number of Positions Reported	Salary Data Classifications			
		Minimum	Maximum	Median	Mean
I	8	$24,000	$28,000	$25,520	$25,487
Ia	2	28,000	29,988	28,994	28,994
II	3	21,240	21,627	21,372	21,250
III	48	13,016	20,557	17,783	17,978
IIIa	10	18,898	23,388	21,091	19,969
IV	15	17,016	19,943	18,398	18,275
V	22	13,045	18,552	15,631	16,352
Va	7	14,679	18,836	17,074	17,266
VI	7	10,239	18,836	14,780	15,450

f. Group 6 (ADA: 4001-5000; 7 districts reporting.)

Position Categories	Number of Positions Reported	Salary Data Classifications			
		Minimum	Maximum	Median	Mean
I	7	$23,500	$28,500	$26,285	$27,500
Ia	--	--	--	--	--
II	2	19,750	19,750	19,750	19,750
III	38	12,100	21,389	18,657	19,281
IIIa	--	--	--	--	--
IV	5	12,354	16,651	14,535	14,346
V	34	11,520	18,557	15,549	15,934
Va	--	--	--	--	--
VI	10	13,222	18,773	15,990	16,304

g. Group 7 (ADA: 5001-6000; 2 districts reporting.)

Position Categories	Number of Positions Reported	Salary Data Classifications			
		Minimum	Maximum	Median	Mean
I	2	$24,000	$27,480	$25,740	$25,740
Ia	--	--	--	--	--
II	1	20,642	20,642	20,642	20,642
III	9	14,360	22,000	17,479	18,299
IIIa	--	--	--	--	--
IV	8	15,704	20,706	18,117	17,974
V	6	15,451	18,581	17,135	17,303
Va	--	--	--	--	--
VI	2	14,803	19,584	17,194	17,194

h. Group 8 (ADA: 6001-7000; 3 districts reporting.)

Position Categories	Number of Positions Reported	Salary Data Classifications			
		Minimum	Maximum	Median	Mean
I	3	$25,500	$31,200	$27,733	$26,500
Ia	--	--	--	--	--
II	3	20,382	23,467	21,616	21,000
III	14	16,574	24,500	20,314	19,530
IIIa	--	--	--	--	--
IV	24	9,000	21,276	16,943	17,664
V	--	--	—	--	--
Va	--	--	--	--	--
VI	7	10,190	17,086	15,224	16,327

i. Group 9 (ADA: 7001-10,000; 7 districts reporting.)

Position Categories	Number of Positions Reported	Salary Data Classifications			
		Minimum	Maximum	Median	Mean
I	6	$26,250	$36,000	$30,330	$30,480
Ia	1	35,000	35,000	35,000	35,000
II	9	20,081	27,495	23,187	23,394
III	44	9,217	26,220	19,817	20,482
IIIa	8	18,535	24,490	20,455	20,668
IV	49	12,265	22,430	18,263	17,788
V	22	11,976	23,880	18,356	18,605
Va	2	13,980	16,850	15,415	15,415
VI	38	12,840	19,091	16,141	16,079

j. Group 10 (ADA: 10,001-12,000; 5 districts reporting.)

Position Categories	Number of Positions Reported	Salary Data Classifications			
		Minimum	Maximum	Median	Mean
I	4	$26,500	$33,000	$29,750	$29,750
Ia	1	35,000	35,000	35,000	35,000
II	5	19,829	24,073	22,494	23,500
III	33	16,032	23,750	20,026	19,952
IIIa	11	16,228	25,729	22,457	23,245
IV	16	15,361	20,000	17,728	17,122
V	17	16,337	19,000	17,224	17,733
Va	2	17,787	19,933	18,860	18,860
VI	22	11,185	19,519	15,444	15,804

OVERVIEW AND SUMMARY (continued)

k. Group 11 (ADA: 12,001-60,000; 3 districts reporting.)

Position Categories	Number of Positions Reported	Salary Data Classifications: Minimum	Maximum	Median	Mean
I	2	$31,860	$47,000	$39,430	$39,430
Ia	1	45,000	45,000	45,000	45,000
II	11	20,213	24,234	23,276	24,234
III	15	16,613	40,000	27,268	27,703
IIIa	3	20,988	25,515	22,847	22,039
IV	45	15,661	22,039	19,482	20,541
V	14	14,769	23,594	18,675	17,905
Va	8	14,460	17,273	15,510	15,180
VI	48	12,323	18,322	16,408	16,503

ADA Source: Machine run HS9A dated 9-5-67 (ADA by district of residence)

Position Categories

I - DISTRICT - Superintendent/President

II - COLLEGE - President/Superintendent

III - DISTRICT - Vice-President; Deputy, Associate or Assistant Superintendent; Business Manager; Comptroller; Senior Administrative Assistant; Dean; Director; Supervisor

IV - COLLEGE - Vice-President; Assistant Superintendent; Dean, Associate Dean; Director; Coordinator

V - DISTRICT - Assistant/Associate Dean or Director; Administrative Assistant; Coordinator; Registrar; Specialist; Supervisor

VI - COLLEGE - Associate, Deputy or Assistant Dean or Director; Coordinator; Administrative Assistant; Registrar; Supervisor; Specialist

The following apply to unified districts maintaining junior colleges:

Ia - DISTRICT - Same as I supra
IIIa - DISTRICT - Same as III supra
Va - DISTRICT - Same as V supra

ANTELOPE VALLEY JOINT JUNIOR COLLEGE DISTRICT
ANTELOPE VALLEY COLLEGE

I. Administrative Salary Schedule

No administrative salary schedule adopted.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$25,000
Dean of Instruction	12	18,637
Dean of Student Personnel	12	18,120
Dean of Extended Day	12	17,082
Administrative Assistant	12	16,047
Dean of Student Activities	12	15,528

BARSTOW JUNIOR COLLEGE DISTRICT
BARSTOW COLLEGE

NO INFORMATION SUBMITTED.

CABRILLO JUNIOR COLLEGE DISTRICT
CABRILLO COLLEGE

I. Administrative Salary Schedule

a. Assistant Superintendents

On special contracts in accordance with Education Code Section 9838.

b. Dean (12 months' service)

Steps	
1	$15,295
2	15,879
3	16,463
4	17,048
5	17,631
6	18,215

c. Coordinator (10 months' service)

Steps	
1	$11,056
2	11,499
3	11,941
4	12,383
5	12,827
6	13,268

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$27,500
Assistant Superintendent, Business Services	12	22,000
Assistant Superintendent, Instruction	12	22,000
Dean, Community Services	12	15,295
Dean, Counseling and Records	12	18,215
Dean, Instructional Services	12	16,463
Dean, Student Activities	12	18,215

CERRITOS JUNIOR COLLEGE DISTRICT
CERRITOS COLLEGE

I. Administrative Salary Schedule

Annual salary is determined by multiplying monthly salary by responsibility factor listed, and that amount multiplied by 12.

Position	Responsibility Factor
Assistant Superintendent and Vice-President for Academic Affairs	1.45
Assistant Superintendent and Business Manager*	1.40
Assistant Superintendent and Administrative Dean of Community Services	1.40
Dean of Academic Affairs--Instruction	1.25
Dean of Academic Affairs--Extended Day	1.25
Dean of Academic Affairs--Special Programs	1.25
Dean of Academic Affairs--Student Personnel	1.25
Dean of Admissions and Records	1.20
Dean of Community Services	1.20
Dean of Men	1.20
Dean of Women	1.20
Director of Athletics	1.20
Director of Purchasing and Physical Services	1.20

*Business Manager's salary is set by the Board inasmuch as his present salary from a previous contract is above the amount he would earn by the above schedule.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$25,500
Assistant Superintendent and Vice-President for Academic Affairs	12	22,202
Assistant Superintendent and Business Manager	12	23,100
Assistant Superintendent and Administrative Dean of Community Services	12	20,597
Dean of Academic Affairs--Extended Day	12	18,960
Dean of Academic Affairs--Special Programs	12	20,100
Dean of Academic Affairs--Student Personnel	12	18,960
Dean of Admissions and Records	12	18,201
Dean of Community Services	12	18,201
Dean of Men	12	16,574
Dean of Women	12	18,201
Director of Athletics		18,201

CHAFFEY UNION JUNIOR COLLEGE DISTRICT
CHAFFEY COLLEGE

I. Administrative Salary Schedule

a. President, Director, Comptroller, and Administrative Assistant

Negotiated annually on an individual basis by the board of trustees.

b. Deans

1. Placement on the teachers' salary schedule
2. Plus allowance for number of months employed
3. Base salary for 10 months plus 18 percent

c. Associate Deans

1. Placement on the teachers' salary schedule
2. Plus allowance for number of months employed
3. Base salary for 10 months plus 12 percent

d. Assistant Deans and Coordinator of Student Activities

1. Placement on the teachers' salary schedule
2. Plus allowance for number of months employed
3. Base salary for 10 months plus 7.5 percent

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$25,000
Director	12	19,640
Comptroller	12	18,495
Dean of Instruction	12	18,750
Administrative Assistant	12	16,965
Associate Dean of Admissions	12	17,400
Associate Dean of Evening College and Summer School	12	17,820
Associate Dean of Guidance and Counseling	12	17,940
Associate Dean of Student Activities	11½	16,625
Assistant Dean of Instruction	12	15,045
Assistant Dean of Student Activities	12	15,300

CITRUS JUNIOR COLLEGE DISTRICT
CITRUS COLLEGE

I. Administrative Salary Schedule

a. All administrative salaries except the superintendent and assistant superintendents shall be related to the teachers' schedule.*

b. The administrative salary schedule is based on the responsibility factor applied to the maximum of the monthly faculty salary schedule (excluding the doctoral column). The administrative schedule is a five-step schedule with the fifth step equivalent to the percentage factor of each administrative level.

c. To determine an administrator's salary multiply the step placement by number of months assigned.

Schedule I Deans, Administrative Assistant (R = 1.28)

Steps	Monthly
1	$1460
2	1490
3	1520
4	1550
5	1580

Schedule II Assistant Deans (R = 1.12)

Steps	Monthly
1	$1265
2	1295
3	1325
4	1355
5	1385

*See Salary Schedules for Teaching Personnel in California Public Junior Colleges.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$25,000
Assistant Superintendent	12	19,500
Assistant Superintendent	12	18,500
Assistant Superintendent	12	18,500
Dean of Counseling and Guidance	12	17,520
Dean of Evening Division and Summer School	12	17,880
Dean of Student Activities	11	16,060
Dean of Vocational & Technical Education	12	17,520
Assistant Dean of Student Activities	10½	13,282.50
Assistant Dean of Vocational & Technical Education	11	13,486

COACHELLA VALLEY JUNIOR COLLEGE DISTRICT
COLLEGE OF THE DESERT

I. Administrative Salary Schedule

Administrative Level	Percentage (R Factor)	Position
II*	.10 - .20	Dean of Women and Counselors Dean of Men and Activities Director of Adult Education Librarian
III*	.20 - .30	Dean of Students Dean of Instruction Dean of Business Services

*On Administrative Levels II and III, increments are fixed within the limits set on the recommendation of the president and approval of the board.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	11	$26,901
Dean of Business Services	11	19,408**
Dean of Instruction	11	19,408**
Dean of Students	11	19,408**
Registrar	11	10,744**
Coordinator of Community Services and Vocational Education	11	14,198**

**These figures reflect an additional amount for R Factor.

I. Administrative Salary Schedule

Steps	Class I	Class II	Class III	Class IV
1	$ 9,536	$10,138	$10,739	$11,341
2	9,837	10,438	11,040	11,642
3	10,138	10,739	11,341	11,943
4	10,438	11,040	11,642	12,243
5	10,739	11,341	11,943	12,544
6	11,040	11,642	12,243	12,845
7	11,341	11,943	12,544	13,146

Classifications

Class I - BA degree plus 45 units; or MA degree
Class II - BA degree plus 60 units; or BA degree plus 45 units with MA degree
Class III - BA degree plus 75 units; or BA degree plus 60 units with MA degree
Class IV - BA degree plus 75 units with MA degree

Position	Position Index	Months of Service
Dean of Instruction	1.35	12
Dean of Business Services	1.30	12
Dean of Evening Division	1.23	11
Director of Vocational Education	1.20	10
Dean of Women, or Director of Pupil Personnel Services	1.18	10½
Dean of Men	1.15	10½
Counselors	1.10	10

Placement of Administration

1. Five years experience in public school, either teaching or administration, is necessary for placement on Step 1 of the administrative salary schedule.

2. Equivalent experience will be credited year for year up to a maximum of three years. Equivalent experience is defined as an administrative position that had a similar responsibility and a similar function as the position in the Coalinga Junior College District. Such equivalent experience will be credited only when secured after the five basic years in teaching and/or administration were completed.

3. The superintendent will make the initial placement on the salary schedule. The administrator will receive the salary stipulated on the above schedule multiplied by his position index. Advancement on the salary schedule will be identical with the teachers' salary schedule.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$20,500
Director of Research and Planning	12	18,000
Business Manager	12	16,307
Dean of Extended Day	11	16,170
Dean of Instruction	12	16,528
Dean of Men	10½	14,080

COMPTON JUNIOR COLLEGE DISTRICT
COMPTON COLLEGE

I. Administrative Salary Schedule

a. The following formula will be used to determine administrative salaries:

$$\frac{SP \times RF}{SM} \times CM = \text{Contract Salary}$$

SP = Schedule Placement
RF = Responsibility Factor
CM = Contract Months
SM = School Months

b. Responsibility factors will be as follows:

Position	Factor*
Superintendent/President	1.70
Assistant Superintendent, Business Manager, and Deans	1.30
Assistant Dean	1.20
Coordinator	1.10

*Schedule placement will remain at the top step of Class IV. (See Salary Schedules for Teaching Personnel in California Public Junior Colleges.)

Note: 1. Administrators holding the Doctor of Philosophy or Doctor of Education degrees from an accredited institution shall receive an additional yearly stipend of $500.

2. An administrator designated as Deputy Superintendent shall receive an additional yearly stipend of $1,000.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$25,573.95
Assistant Superintendent and Business Manager	12	19,556.55
Deputy Superintendent, Assistant Superintendent and Dean of Instruction	12	20,556.55
Assistant Superintendent and Dean of Student Personnel Services	12	20,056.55
Dean of Evening Division and Summer Session	12	19,556.55
Assistant Dean of Student Personnel Services	12	18,552.20
Coordinator of Athletics, Men's Physical Education, and Recreation	12	16,547.85
Coordinator of Industrial Technology	12	16,547.85
Coordinator of Police and Fire Science	12	16,547.85

CONTRA COSTA JUNIOR COLLEGE DISTRICT
CONTRA COSTA COLLEGE
DIABLO VALLEY COLLEGE

I. Administrative Salary Schedule

Steps	Class I	Class II	Class III
1	$15,750	$18,000	$20,500
2	16,250	18,500	21,000
3	16,750	19,000	21,500
4	17,250	19,500	22,000
5	17,750	20,000	22,500

Classifications

Class I - Assistant Deans, Registrars, Coordinators, Directors
Class II - Deans
Class III - Presidents, Assistant Superintendents

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent	12	$27,500
Assistant Superintendent for Finance and Facilities	12	21,125
Administrative Analyst*	12	11,976
Business Service Officer*	12	17,628
Accounting Officer*	12	12,888
Coordinator of Fire Training	10½	17,000
Coordinator of Management	10½	17,000
Coordinator of Police Training	10½	17,000
Contra Costa College		
President	11	21,125
Dean of Instruction	11	18,625
Dean of Student Services	11	19,125
Director of Administrative Services	10½	17,000
Director of Community Service	On Sabbatical	17,000
Director of Counseling Services	10½	17,000
Director of Extended Day Program and Occupational Education	10½	17,000
Director of Health Services	10½	15,500
Director of Physical Education, Health Education and Athletics	10½	17,000
Director of Student Activities	10½	17,000
Director of Technical Education	10½	16,000
Director of Admissions and Records	10½	17,000

*Three week vacation -- non-certificated.

CONTRA COSTA JUNIOR COLLEGE DISTRICT (continued)

Position	Number of Months' Service	Salary
Diablo Valley College		
President	11	$21,125
Dean of Instruction	11	19,125
Dean of Student Personnel	11	19,125
Director of Administrative Services	10½	16,000
Director of Community Service	10½	17,000
Director of Evening Education	10½	17,000
Director of General Education	10½	17,000
Director of Physical Education and Athletics	10½	17,000
Director of Research and Planning	10½	17,000
Director of Special Student Personnel Services	10½	17,000
Director of Student Activities	10½	16,500
Director of Technical-Vocational Education	10½	17,000
Director of Registration and Records	10½	16,500

EL CAMINO JUNIOR COLLEGE DISTRICT
EL CAMINO COLLEGE

I. Administrative Salary Schedule

Steps	Vice Presidents	Superintendent
1	$21,914	$28,272
2	22,414	29,022
3	22,914	29,772
4	23,414	30,522
5	23,914	31,272

	DEANS				
Steps	Class I	Class II	Class III	Class IV	Class V
1	$16,419	$16,991	$17,936	$18,882	$19,554
2	16,819	17,391	18,336	19,282	19,954
3		17,791	18,736	19,682	20,354
4			19,136	20,082	20,754
5				20,482	21,154

Classifications

Class I - BA degree
Class II - MA degree
Class III - MA degree and 24 units
Class IV - MA degree and 48 units
Class V - Doctorate

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$31,272
Vice President, Business	12	23,914
Vice President, Instruction	12	21,914
Vice President, Student Personnel	12	23,914
Dean of Admissions and Registrar	12	21,154
Dean of Business Affairs	12	20,482
Dean of Business Education	12	18,522
Dean of Chemistry	12	15,811
Dean of Communications	12	16,283
Dean of Counseling and Placement	12	20,482
Dean of Extended Day	12	16,386
Dean of Humanities	12	18,434
Dean of Industrial Arts	12	10,241
Dean of Mathematics and Engineering	12	17,819
Dean of Men	12	19,136
Dean of Natural Science	12	17,000
Dean of Physical Education	12	9,217
Dean of Social Science	12	15,643
Dean of Speech and Theatre Arts	12	18,434
Dean of Women	12	19,136

FOOTHILL JUNIOR COLLEGE DISTRICT
DE ANZA COLLEGE
FOOTHILL COLLEGE

I. Administrative Salary Schedule

Classification*	Steps	I	II	III	IV	V
175	1	$18,804	$19,606	$20,562	$21,343	$22,131
	2	19,445	20,274	21,262	22,071	22,885
	3	20,086	20,942	21,962	22,799	23,639
	4	20,727	21,610	22,662	23,527	24,393
	5	21,368	22,278	23,362	24,255	25,147
154	1	16,547	17,252	18,091	18,784	19,474
	2	17,111	17,840	18,708	19,424	20,138
	3	17,675	18,428	19,325	20,064	20,802
	4	18,239	19,016	19,942	20,704	21,466
	5	18,803	19,604	20,559	21,344	22,130
148	1	15,903	16,580	17,386	18,053	18,716
	2	16,445	17,145	17,979	18,668	19,354
	3	16,987	17,710	18,572	19,283	19,992
	4	17,529	18,275	19,165	19,898	20,630
	5	18,071	18,840	19,758	20,513	21,268
142	1	15,258	15,909	16,681	17,321	17,957
	2	15,778	16,451	17,250	17,911	18,569
	3	16,298	16,993	17,819	18,501	19,181
	4	16,818	17,535	18,388	19,091	19,793
	5	17,338	18,077	18,957	19,681	20,405
133	1	14,291	14,899	15,624	16,222	16,820
	2	14,778	15,407	16,157	16,775	17,393
	3	15,265	15,915	16,690	17,328	17,966
	4	15,752	16,423	17,223	17,881	18,539
	5	16,239	16,931	17,756	18,434	19,112

*Figures given are obtained by multiplying classification number by step 12 on the 1967-68 instructor salary schedule. (See Salary Schedules for Teaching Personnel in California Public Junior Colleges.) The salary figures are the maximum and require four increments to obtain. Example: 175 x $12,210 =$21,368

Classifications

175	Presidents; Director of Business Services
154	Deans of Instruction; Deans of Students; Director, Technical Education
148	Director, Educational Services
142	Associate Dean of Instruction, Evening and Summer College; Assistant Dean of Students or Assistant Dean of Students, Activities; Director, Community Services; Director, Institutional Research
133	Assistant Dean of Instruction; Assistant Dean of Instruction, Evening and Summer College; Assistant Dean of Students or Assistant Dean of Students, Activities; Assistant Dean of Instruction, Library Services; Assistant Director, Technical Education; Assistant Director, Institutional Research; Assistant Director, Institutional Research, Data Services

Division Chairmen:	Position on instructor salary schedule plus $1,000 for administrative responsibility, plus compensation for required summer and evening duty.

Counselors: Position on salary schedule plus $300 for special responsibilities, plus compensation for required summer and evening duty beyond a normal load. An additional $200 shall be paid to those holding a California Student Personnel Credential.

Note: 1. Time requirements for each classification:

a. Classifications 175, 154, 148, 142, and 133 are for twelve months with one month vacation. All such classifications will remain on duty Christmas and Spring holidays, unless arrangements are made with the person's immediate superior.

b. Division chairman and counselor contracts are for the school year. When services are required for one week or more during the summer, the contract for the year will be written showing the annual salary (including compensation for administrative or counseling responsibility) and summer payment which will be computed as follows: one month of summer work will be paid on the basis of one-tenth of the annual salary (including administrative responsibility) and lesser periods will be pro-rated accordingly.

2. Placement on the administrative salary schedule:

a. A person receiving an administrative appointment may enter his classification at Step 2 if he has had experience parallel to the position he is assuming.

b. A person receiving an administrative appointment to a higher classification will be placed at a step sufficiently high in his new classification to insure that he receives an appropriate increase in salary.

c. In the changeover to the new administrative salary schedule, a person will not receive less on the new schedule than he would have received on the old administrative salary schedule.

d. For exceptional cases, the Board reserves the right to place a person wherever necessary.

3. Professional Recognition Salary Increment for administrators:

a. Professional Recognition Salary Increments earned by an administrator while holding another position will be added to his contract salary. Administrative and extra time percentages will not be applied to these increments.

b. When an administrator has served for three years at the top step of his salary class, he will be considered for the Professional Recognition Salary Increment. A careful evaluation procedure similar to that used in determining eligibility for faculty to the Professional Recognition Salary Increment will be employed. Eligibility for the Professional Recognition Salary Increment will not be retroactive and apply to positions formerly held except that those who will have been at the top of their schedules for three years will be considered in 1967-68 to become effective July 1, 1968.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent	12	$36,000
Director of Business Services	12	21,610
Director of Community Services	12	18,569
Director of Educational Services	12	19,283
Director of Institutional Research	12	18,569
Director of Technical Education	12	21,466
Assistant Director, Institutional Research	12	16,157
Assistant Director of Research, Data Services	12	15,407
Assistant Director, Technical Education	12	17,120
De Anza College		
President	12	25,147
Dean of Instruction	12	19,474
Dean of Students	12	21,466
Associate Dean of Instruction, Evening College and Summer Sessions (Both Campuses)	12	19,091
Assistant Dean of Instruction	12	15,924
Assistant Dean of Instruction, Evening College and Summer Sessions	12	17,393
Assistant Dean of Instruction, Library Services	12	18,434
Assistant Dean of Students	12	17,120
Assistant Dean of Students, Activities	12	16,157
Registrar	12	12,840
Foothill College		
President	12	25,147
Dean of Instruction	12	20,064
Dean of Students	12	19,483
Assistant Dean of Instruction	12	15,624
Assistant Dean of Instruction, Evening College and Summer Sessions	12	15,624
Assistant Dean of Instruction, Library Services	12	17,075
Assistant Dean of Students	12	18,434
Assistant Dean of Students, Activities	12	16,775
Registrar	12	14,098

FREMONT-NEWARK JUNIOR COLLEGE DISTRICT
OHLONE COLLEGE

I. Administrative Salary Schedule

No information submitted.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$24,000
Director of Library Services	12	16,500
Business Manager	12	18,000
Administrative Assistant	12	16,500
Vice-President	12	19,600
Dean of Instruction	12	18,000
Dean of Students	12	18,000
Coordinator of Vocational Programs	12	15,475

GAVILAN JOINT JUNIOR COLLEGE DISTRICT
GAVILAN COLLEGE

I. Administrative Salary Schedule

No administrative salary schedule adopted.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$21,000
Business Manager	12	14,700
Dean of Instructional Service	12	16,500
Dean of Student Personnel Services	12	16,500
Director Community Service, Student Activities	11	14,875
Director Vocational-Technical and Extended Day Services	11	13,625

GLENDALE UNIFIED SCHOOL DISTRICT
GLENDALE COLLEGE

I. Administrative Salary Schedule

a. Superintendent (12 months) - $28,000

	Schedule Number	Years	Factors* 1	2	3	4	5
b. Deputy Superintendent, Assistant Superintendents (12 months)	46		1.467	1.492	1.517	1.543	1.569
c. President (12 months)	50		1.330	1.355	1.380	1.406	1.432
d. Administrative College Deans (12 months)	54		1.113	1.137	1.161	1.186	1.211
e. College Deans (12 months)	58		1.033	1.057	1.081	1.106	1.131

*Factor Formula: Placement on teachers' salary schedule, times appropriate factor, times months worked. (See Salary Schedules for Teaching Personnel in California Public Junior Colleges.)

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
a. District Level		
Superintendent	12	$28,000*
Deputy Superintendent, Administration - Personnel	12	22,908
Assistant Superintendent	12	23,388
Business Manager	12	23,388
b. College Level		
President	12	21,240
Administrative Dean - Extended Day	12	18,228
Administrative Dean - Instruction	12	18,228
Administrative Dean - Student Personnel	12	17,436
Dean, Admissions and Records	12	17,016
Dean, Counseling and Guidance	12	17,016
Assistant Dean, Extended Day and Evening Principal	10	15,450

*Total salary indicated--not individually pro-rated.

GROSSMONT JUNIOR COLLEGE DISTRICT
GROSSMONT COLLEGE

I. Administrative Salary Schedule

a. Superintendent/President (responsibility index 1.6)

Steps	Salary
1	$24,523
2	25,047
3	25,559
4	26,083

b. Vice-President (responsibility index 1.3)

Steps	Salary
1	$19,631
2	20,155
3	20,667
4	21,191

c. Deans (responsibility index 1.17)

Steps	Salary
1	$17,509
2	17,821
3	18,133
4	18,445
5	18,757
6	19,069

Note: The maximum salary for each administrative position is based upon the top step ($13,586) of Class V of the current teaching salary schedule, with allowance for additional time served (+.2) and application of the above indexes.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$26,083
Vice-President, Instructional Services	12	20,155
Vice-President, Student Personnel Services	12	20,155
Dean of Evening Division and Summer Session	12	17,821
Dean of Guidance Services	12	18,757
Dean of Student Activities	12	18,757
Dean of Technical-Vocational Education	12	18,757
Director of Business Services	12	15,556
Director of Nursing	10	13,016
Registrar	12	13,045

ALLAN HANCOCK JOINT JUNIOR COLLEGE DISTRICT
ALLAN HANCOCK COLLEGE

I. Administrative Salary Schedule

No administrative salary schedule adopted.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$22,500
Business Manager	12	13,500
Administrative Assistant	10	14,650
Vice-President	10	14,700
Dean of Counseling	11	14,550
Dean of Evening Division	11	15,700
Dean of Student Activities	11	15,700
Dean of Vandenberg Off-Campus Center	11	13,125
Dean of Vocational Education	11	14,550
Dean of Women (part-time)*	10	12,230
Assistant Dean of Vocational Education and Apprenticeship	10	13,330
Registrar and Dean of Admissions	11	14,550

*Part-time deans are paid teaching salaries plus $300.

HARTNELL JOINT JUNIOR COLLEGE DISTRICT
HARTNELL COLLEGE

I. Administrative Salary Schedule

Class	Step 1	Step 2	Step 3	Step 4	Step 5
I	Step 5 less $3400	Step 5 less $2550	Step 5 less $1700	Step 5 less $850	1.25 times the top step of Class III or IV on teacher salary schedule*
II	Step 5 less $3200	Step 5 less $2400	Step 5 less $1600	Step 5 less $800	1.20 times the top step of Class III or IV on teacher salary schedule
III	Step 5 less $2000	Step 5 less $1500	Step 5 less $1000	Step 5 less $500	1.10 times the top step of appropriate class on teacher salary schedule
IV	Multiply salary obtained from placement on teacher salary schedule by 1.05. If division chairman services are required beyond the academic year, multiply by time factor. Resultant responsibility factor shall not be less than $750 during a fiscal year.				

*See Salary Schedules for Teaching Personnel in California Public Junior Colleges.

Classifications

Class I - Vice President and Director of Instruction
Class II - Assistant to the President; Business Manager; Director of Evening College and Summer Sessions; Director of Technical-Vocational Education
Class III - Assistant Director of Student Personnel - Student Activities
Class IV - Division Chairmen; Head Librarian; Supervisor of Nursing Education

Note: This schedule is based on service for the academic year. For administrative personnel employed 11 months (with 8 weeks vacation per year), multiply step amount by 1.10; for personnel under a 12-month contract (with four weeks vacation per year), multiply step amount by 1.20.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$28,425
Business Manager	12	15,984
Assistant Superintendent, Vice President	12	20,850
Director of Technical-Vocational Education	12	18,864
Director of Student Personnel	12	17,904
Director of Evening Classes	12	16,176
Director of Nursing Education	10½	13,665
Assistant Director of Student Personnel Activities	11	12,199
Assistant to the President	12	15,984

IMPERIAL JUNIOR COLLEGE DISTRICT
IMPERIAL VALLEY COLLEGE

I. Administrative Salary Schedule

The following salary schedule was adopted for the positions of Deputy Superintendent (Dean of Instruction) and Associate Superintendent-Business effective July 1, 1966.

Step	Salary	Step	Salary
1	$13,662	8	$17,401
2	14,034	9	17,857
3	14,407	10	18,312
4	14,779	11	18,768
5	15,152	12	19,223
6	15,525	13	19,678
7	16,422		

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$18,500
Associate Superintendent-Business	12	16,422
Deputy Superintendent and Dean of Instruction	12	16,422
Dean of Admissions and Registrar	12	13,992
Dean of Counseling	11	15,609
Dean of Student Activities	11	15,048
Associate Dean of Instruction	12	14,652

KERN JOINT JUNIOR COLLEGE DISTRICT
BAKERSFIELD COLLEGE
PORTERVILLE COLLEGE

I. Administrative Salary Schedule

Schedule*	Annual Salary					
68-A	$21,002	$21,495	$21,988	$22,481	$22,974	$23,467
66-A	19,041	19,488	19,935	20,382	20,829	21,276
64-A	17,921	18,342	18,763	19,184	19,605	20,026
63-A	17,221	17,626	18,031	18,436	18,841	19,246
62-A	16,941	17,339	17,737	18,135	18,533	18,931
60-A	16,381	16,766	17,151	17,536	17,921	18,306
58-A	15,961	16,336	16,711	17,086	17,461	17,836
56-B	15,681	16,050	16,419	16,788	17,157	17,526
55-C-2	14,981	15,333	15,685	16,037	16,389	16,741

*Classification A - 12 months contract
Classification B - 11 months contract
Classification C-2 - 10½ months contract

Key to Schedule

Position	Schedule
Bakersfield College	
President	68-A
Vice-President	66-A
Dean of Admissions and Records	62-A
Dean of Desert Division, China Lake	58-A
Dean of Evening Division and Summer Session	62-A
Dean of Instruction	64-A
Dean of Students	62-A
Associate Dean of Instruction	58-A
Director of Guidance	56-B
Director of Special and Community Service	58-A
Director of Student Affairs	56-B
Assistant Dean of Evening Division	55-C-2
Supervisor of Health, Physical Education and Recreation	63-A
Porterville College	
President	66-A
Vice-President	62-A
Dean of Instruction	60-A
Dean of Student Activities	56-B
Dean of Women	56-B
Coordinator of Federal Programs	55-C-2

KERN JOINT JUNIOR COLLEGE DISTRICT (continued)

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
a. District Level		
Superintendent	12	$31,200*
Deputy Superintendent	12	24,500*
Assistant Superintendent	12	24,100*
b. College Level		
Bakersfield College		
President	12	23,467
Vice-President	12	21,276
Dean of Admission and Records	12	18,931
Dean of Desert Division	12	18,031
Dean of Evening Division and Summer Session	12	18,931
Dean of Instruction	12	20,026
Dean of Students	12	18,931
Associate Dean of Instruction	12	17,086
Associate Dean of Instruction and Director of Institutional Research	11	16,419
Assistant Dean of Evening Division	10½	16,741
Director of Guidance	11	16,050
Director of Institutional Data Processing	12	14,470
Director of Placement	11	9,000
Director of Public Information	12	13,910
Director of Special and Community Services	12	17,836
Director of Student Affairs	11	11,935
Director of Testing	10½	14,455
Campus Coordinator	11	10,190
Coordinator, Real Estate Program	11	15,401
Coordinator, Vocational Education and Apprenticeship Training	11	14,406
Porterville College		
President	12	20,382
Vice-President	12	17,737
Dean of Activities	11	15,681
Dean of Instruction	12	17,536
Dean of Women	11	15,681
Coordinator, Federal Aid and Work Study	10½	14,981

*Salaries divided between Kern County Joint Union High School District (69.56%) and Kern Joint Junior College District (30.44%)

LASSEN JUNIOR COLLEGE DISTRICT
LASSEN JUNIOR COLLEGE

I. Administrative Salary Schedule

Position	Ratio Factor*
Director - Vice President	1.45
Business Manager	1.40
Dean - Extended Day	1.25
Dean - Curriculum	1.30
Dean - Students	1.30

*The ratio factor for each position above shall be applied to the top step of the last class of the certificated salary schedule to determine the top salary for each position. (See Salary Schedules for Teaching Personnel in California Public Junior Colleges.) Increments of $300 each shall be graduated down from the top maximum for a total of five steps.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$19,080
Vice President/Director	12	14,470
Dean of Student Personnel	11	14,180
Administrative Assistant	12	13,940

LONG BEACH UNIFIED SCHOOL DISTRICT
LONG BEACH CITY COLLEGE

I. Administrative Salary Schedule

a. Assistant Superintendents and President (12 months' service)

Steps	Salary
1	$21,589
2	22,003
3	22,417
4	22,831
5	23,245
6	23,659
7	24,073
8	24,487
9	24,901

b. Dean of Instruction and Dean of Student Personnel Services (12 months' service)

Steps	Class I	Class II	Class III	Class IV
1	$17,635	$18,125	$18,615	$19,105
2	18,049	18,539	19,029	19,519
3	18,463	18,953	19,443	19,933
4	18,877	19,367	19,857	20,347
5	19,291	19,781	20,271	20,761
6	19,705	20,195	20,685	21,175
7	20,119	20,609	21,099	21,589
8		21,023	21,513	22,003
9				22,417

c. Associate Deans (10 months' service)

Steps	Class I	Class II	Class III	Class IV
1	$12,971	$13,379	$13,787	$14,195
2	13,316	13,724	14,132	14,540
3	13,661	14,069	14,477	14,885
4	14,006	14,414	14,822	15,230
5	14,351	14,759	15,167	15,575
6	14,696	15,104	15,512	15,920
7	15,041	15,449	15,857	16,265
8		15,794	16,202	16,610
9				16,955

d. Associate Deans (12 months' service)

Steps	Class I	Class II	Class III	Class IV
1	$15,565	$16,055	$16,545	$17,035
2	15,979	16,469	16,959	17,449
3	16,393	16,883	17,373	17,863
4	16,807	17,297	17,787	18,277
5	17,221	17,711	18,201	18,691
6	17,635	18,125	18,615	19,105
7	18,049	18,539	19,029	19,519
8		18,953	19,443	19,933
9				20,347

e. Assistant Deans (10 months' service)

Steps	Class I	Class II	Class III	Class IV
1	$12,626	$13,034	$13,442	$13,850
2	12,971	13,379	13,787	14,195
3	13,316	13,724	14,132	14,540
4	13,661	14,069	14,477	14,885
5	14,006	14,414	14,822	15,230
6	14,351	14,759	15,167	15,575
7	14,696	15,104	15,512	15,920
8		15,449	15,857	16,265
9				16,610

Classifications

Class I - MA degree or less
Class II - One year above MA degree
Class III - Two years above MA degree
Class IV - Ph.D. or equivalent degree

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
a. District Level		
Superintendent	12	$35,000
Associate Superintendent (Operation of Schools)	12	25,729
Associate Superintendent (Services to Schools)	12	24,487
Director of Publications	12	23,245
Director of Research	12	23,245
Administrative Assistant to Associate Superintendent	12	19,933
Administrative Assistant	12	17,787
Director of Curriculum and Instruction	12	23,245
Director of Health Services	12	24,073
Director of Instructional Resources	12	21,589
Director of Occupational Preparation	12	20,761
Director of Personnel	12	22,417
Director of Special Projects	12	22,003
b. College Level		
President	12	24,073
Dean of Instruction	12	19,029
Dean of Student Personnel Services	12	19,367
Registrar	10	16,265

LONG BEACH UNIFIED SCHOOL DISTRICT (continued)

Position	Number of Months' Service	Salary
Associate Dean of Business and Technology Campus-Day	10	$15,794
Associate Dean of Extended Day	10	16,202
Associate Dean of Liberal Arts Campus-Day	10	16,202
Associate Dean of Occupational Preparation	12	19,519
Assistant Dean of Business and Technology Campus-Evening	10	15,449
Assistant Dean of Instruction	10	13,379
Assistant Dean of Liberal Arts Campus-Evening	10	13,787

LOS ANGELES CITY JUNIOR COLLEGE DISTRICT

EAST LOS ANGELES COLLEGE
LOS ANGELES CITY COLLEGE
LOS ANGELES HARBOR COLLEGE
LOS ANGELES PIERCE COLLEGE
LOS ANGELES SOUTHWEST COLLEGE
LOS ANGELES TRADE-TECHNICAL COLLEGE
LOS ANGELES VALLEY COLLEGE

I. Administrative Salary Schedule

	ANNUAL SALARY				
Schedule	Step 1	Step 2	Step 3	Step 4	Step 5
54 (53) F	$23,333	$24,651	$26,035	$27,496	$29,049
52 (51) A	22,355	23,594	24,808	26,335	27,810
46 A	19,431	20,541	21,741	22,263	24,234
45 A	18,921	19,991	21,141	22,355	23,594
40 A	16,495	17,409	18,414	19,431	20,541
38 A	15,594	16,495	17,409	18,414	19,431
36 A	14,773	15,594	16,495	17,409	18,414
35 A	14,381	15,190	16,052	16,952	17,905
36 (35) A	14,381	15,190	16,052	16,952	17,905
36 (35) B	12,228	12,922	13,650	14,420	15,233

KEY TO SCHEDULE

Schedule	Positions
54 (53) F	Assistant Superintendent (Budget)
52 (51) A	Assistant Superintendent, College
46 A	President, College
45 A	Administrative Coordinator, College
40 A	Dean, College
38 A	Supervisor, Group III, College
36 A	Special Assistant in Counseling and Guidance
35 A	Specialist, College, Industrial Education
36 (35) A	Assistant Dean
36 (35) B	Assistant Dean

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Number of Individuals	Salary
a. District Level			
Superintendent	12	1	$47,000
Deputy Superintendent	12	2	40,000
Associate Superintendent	12	2	34,489
Business Manager	12	1	32,695
Controller	12	1	33,696
Assistant Superintendent, Budget	12	1	28,938
Assistant Superintendent	12	1	27,703
Administrative Coordinator	12	2	23,594
Administrative Coordinator	12	1	21,141
Special Assistant	12	1	18,414
Supervisor, Industrial Education	12	1	19,521
Supervisor, Business Education	12	1	19,521
Specialist, Industrial Education	12	5	17,905

LOS ANGELES CITY JUNIOR COLLEGE DISTRICT (continued)

Position	Number of Months' Service	Number of Individuals	Salary
b. College Level			
President	12	6	$24,234
President	12	1	22,968
Dean	12	22	20,541
Dean	12	1	19,514
Dean	12	3	19,431
Dean	12	1	19,040
Dean	12	3	18,414
Assistant Dean	12	1	18,322
Assistant Dean	12	15	17,905
Assistant Dean	10	1	17,078
Assistant Dean	12	2	16,952
Assistant Dean	11	2	15,233
Assistant Dean	10	5	15,233
Assistant Dean	10	1	14,886
Assistant Dean	10	1	14,420

LOS RIOS JOINT JUNIOR COLLEGE DISTRICT
AMERICAN RIVER COLLEGE
SACRAMENTO CITY COLLEGE

I. Administrative Salary Schedule

Range	Class I	Class II	Class III	Class IV	Class V
32A	$14,201	$14,769	$15,360	$15,974	$16,613
34A	15,360	15,974	16,613	17,278	17,969
34B	13,963	14,522	15,103	15,707	16,335
36A	16,613	17,278	17,969	18,688	19,436
37A	17,278	17,969	18,688	19,436	20,213
41A	20,213	21,022	21,863	22,738	23,648
42A	21,022	21,863	22,738	23,648	24,594

Range	Position
32A	Administrative Assistant; Data Processing Manager
34A	Associate Dean; Business Officer
34B	Associate Dean
36A	Dean
37A	Director; Chief of Maintenance
41A	President
42A	Assistant Superintendent

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent	12	$31,860
Assistant Superintendent, Business	12	24,594
Assistant to the Superintendent	12	24,594
Director of Community Services	12	17,278
Director of Personnel	12	17,278
Director of Planning and Research	12	18,688
Chief of Maintenance	12	17,969
Business Officer	12	16,613
Data Processing Manager	12	14,769
Administrative Assistant to Planning and Research	12	14,769
Administrative Assistant to Personnel	12	16,613
American River College		
President	12	23,648
Dean of Administration	12	17,278
Dean of Instruction	12	17,278
Dean of Pupil Personnel	12	17,969
Associate Dean of Evening College	10	16,335
Associate Dean of Instruction	12	16,613
Associate Dean of Special Services	10	16,010
Associate Dean of Student Activities	10	15,707
Associate Dean, Placerville	12	15,974

LOS RIOS JOINT JUNIOR COLLEGE DISTRICT (continued)

Position	Number of Months' Service	Salary
Coordinator of Counseling and Admission	12	$17,338
Coordinator of Evening Counseling	10	13,736
Coordinator of Institutional Research	10	15,763
Coordinator of Student Activities	10	14,110
Coordinator of Vocational Education	10	16,670
Sacramento City College		
President	12	20,213
Dean of Administration	12	20,343
Dean of Instruction	12	17,969
Dean of Pupil Personnel	12	18,876
Associate Dean of Extended Day	12	17,520
Associate Dean of Liberal Arts	10	16,010
Associate Dean of Occupational Education	10	15,707
Associate Dean of Student Activities	10	16,335
Coordinator of Admissions and Records	12	14,605
Coordinator of Counseling	10	15,226
Coordinator of Evening Instruction	10	16,670
Coordinator of Student Activities	10	12,323

MARIN JUNIOR COLLEGE DISTRICT
COLLEGE OF MARIN

I. Administrative Salary Schedule

Class	Position	Base
I	Vice-President	$20,000
II	Dean Business Manager Director of Planning	18,000
III	Assistant Dean Supv. of Plant Operations	16,000
IV	Administrative Assistant	11,000

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	11	$26,100
Dean of Instruction	11	20,000
Dean of Students	11	20,000
Assistant Dean of Instruction	11	17,000
Assistant Dean of Instruction	11	16,500
Assistant Dean of Instruction (Community Education)	11	16,500
Assistant Dean of Vocational Education	11	17,000
Director of Planning and Research	11	18,500
Administrative Assistant Government Projects	11	14,500
Supervisor of Construction and Plant Operations	11	16,500

MERCED JUNIOR COLLEGE DISTRICT
MERCED COLLEGE

I. Administrative Salary Schedule

	Ratio Schedule*				
Steps	1	2	3	4	5
Deans	1.20	1.24	1.28	1.32	1.36
Assistant Deans	1.16	1.20	1.24	1.28	1.32

*Based on Step 14, Class VI, of the teachers' salary schedule. (See Salary Schedules for Teaching Personnel in California Public Junior Colleges.)

Administrators with earned doctorate, Step 14, Class VII of the teachers' salary schedule.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$21,500
Assistant Superintendent and Business Manager	12	17,752
Assistant Superintendent, Instruction	12	15,892
Assistant Superintendent, Student Personnel	12	16,886
Assistant Dean of Instruction	12	14,899
Assistant Dean of Student Personnel Services	12	14,899

MONTEREY PENINSULA JUNIOR COLLEGE DISTRICT
MONTEREY PENINSULA COLLEGE

I. Administrative Salary Schedule

a. Deans (Teachers' year + 8 weeks)

Steps	Salary
1	$16,120
2	16,660
3	17,210
4	17,740
5	18,290

b. Dean of Students (Teachers' year + 8 weeks)

Steps	Salary
1	$16,490
2	17,040
3	17,580
4	18,120
5	18,660

c. Dean of Instruction (Teachers' year + 8 weeks)

Steps	Salary
1	$16,770
2	17,310
3	17,850
4	18,390
5	18,940

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	11	$24,000
Business Manager	11	18,290
Dean of Evening	11	17,740
Dean of Instruction	11	18,940
Dean of Students	11	18,120
Dean of Technical Vocation	11	18,290
Director of Data Processing	10	15,582
Director of Student Services	10	14,307
Coordinator of Instructional Services	10	13,942
Coordinator of Technical Vocation	10	15,903
Registrar	10	13,917

MT. SAN ANTONIO JUNIOR COLLEGE DISTRICT
MT. SAN ANTONIO COLLEGE

I. Administrative Salary Schedule

a. Superintendent and President (r=1.65)

Steps	Monthly Salary
1	$2,340
2	2,400
3	2,460
4	2,520
5	2,580

b. Vice-Presidents (r=1.40)

Steps	Monthly Salary
1	$1,985
2	2,035
3	2,085
4	2,135
5	2,185

c. Assistant Superintendents (r=1.28)

Steps	Monthly Salary
1	$1,830
2	1,870
3	1,910
4	1,950
5	1,990

d. Deans, Deputy Superintendent (r=1.18)

Steps	Monthly Salary
1	$1,680
2	1,720
3	1,760
4	1,800
5	1,840

e. Assistant Deans (r=1.12)

Steps	Monthly Salary
1	$1,585
2	1,625
3	1,665
4	1,705
5	1,745

Note:
1. Salaries shown are on a monthly rate. Administrators are regularly employed on a 12-month basis.
2. r-factors applied to maximum of faculty salary schedule to obtain step 3 in each of the above schedules.

MT. SAN ANTONIO JUNIOR COLLEGE DISTRICT (continued)

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$30,960
Vice-President, Business Services	12	25,620
Vice-President, Instruction	12	26,220
Dean of Aeronautics, Technical and Industrial Education	12	22,080
Dean of Agricultural Sciences and Home Economics	12	22,080
Dean of Apprentice and Trade Training	12	22,080
Dean of Business Education	12	22,080
Dean of Evening Division	12	22,080
Dean of Instructional Services	12	21,600
Dean of Library and Audio Visual	12	22,080
Dean of Men	12	22,080
Dean of Women (Sabbatical 1967-68)	12	16,008
Assistant Dean of Admissions and Records	12	19,020
Assistant Dean of Counseling and Guidance	12	19,020
Coordinator of Student Activities	12	15,204
Coordinator of Student Activities	12	13,320
Coordinator of Vocational and Technical Education	12	21,120
Administrative Assistant to President	12	22,080
Registrar	12	22,080
Assistant Director, Instruction, Day Division	12	23,880
Assistant Director, Instruction, Evening Division	12	23,880
Assistant Director, Student Personnel	12	23,880
Assistant Business Manager	12	19,500

3

MT. SAN JACINTO JUNIOR COLLEGE DISTRICT
MT. SAN JACINTO COLLEGE

I. Administrative Salary Schedule

No administrative salary schedule adopted.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$18,500
Vice-President	12	15,250
Dean of Student Personnel Services	12	13,250
Director of Vocational Education	12	12,750

NAPA JUNIOR COLLEGE DISTRICT
NAPA JUNIOR COLLEGE

I. Administrative Salary Schedule

No administrative salary schedule adopted.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	11	$20,000
Assistant Superintendent, Business	11	18,500
Dean of Guidance Services	11	14,798
Dean of Instructional Services	11	15,234
Dean of Student Services	11	14,798
Director of Extended Day, Adult Education, Community Services	11	18,349

NORTH ORANGE COUNTY JUNIOR COLLEGE DISTRICT
CYPRESS JUNIOR COLLEGE
FULLERTON JUNIOR COLLEGE

I. Administrative Salary Schedule

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	$11526	$11861	$12207	$12563	$12929	$13306
2	11861	12207	12563	12929	13306	13694
3	12207	12563	12929	13306	13694	14093
4	12563	12929	13306	13694	14093	14503
5	12929	13306	13694	14093	14503	14926
6	13306	13694	14093	14503	14926	15361
7	13694	14093	14503	14926	15361	15808
8	14093	14503	14926	15361	15808	16269
9	14503	14926	15361	15808	16269	16743
10	14926	15361	15808	16269	16743	17231
11	15361	15808	16269	16743	17231	17733
12	15808	16269	16743	17231	17733	18249
13	16269	16743	17231	17733	18249	18781
14	16743	17231	17733	18249	18781	19329
15	17231	17733	18249	18781	19329	19892
16	17733	18249	18781	19329	19892	20471
17	18249	18781	19329	19892	20471	21068

Steps	Classification Assignments
4	Coordinator, Nursing Education
8	Administrative Assistant; Assistant Dean; Head Librarian
9	Dean
11	Senior Administrative Assistant
13	Director, Adult Education; Director, Vocational Education; Vice-President
17	Director, Funds and Business Affairs; Director, Physical Plant and Facilities; President

The schedule is based on full-time employment in the positions listed. All classifications require 12 calendar months of service with a maximum of a month's vacation allowable. In the application of the schedule:

1. Where administrative personnel hold a Ph.D. or an Ed.D., an additional stipend of $500 will be paid upon the recommendation of the district superintendent. If a Ph.D. or an Ed.D. is granted to administrative personnel during any contract year, an additional stipend could be granted upon the recommendation of the district superintendent, effective for the following contract year.

2. Where the months of service noted above are not required, salary is reduced in proportion to service required.

3. Where assignment is not full-time in a designated position, pro-rata adjustment will be made.

NORTH ORANGE COUNTY JUNIOR COLLEGE DISTRICT (continued)

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent	12	$30,000
Assistant Superintendent	12	21,668
Director of Adult Education	12	18,781
Director, Funds and Business	12	21,068
Director of Plant and Physical Facilities	12	21,068
Director of Vocational Education	12	17,733
Administrative Assistant, Publications	12	16,269
Administrative Assistant, Reports, Legal and Elections	12	17,733
Cypress Junior College		
President	12	19,829
Dean of Instruction	12	15,361
Dean of Student Personnel Services	12	16,769
Assistant Dean for Admissions	12	14,093
Assistant Dean for Sciences and Vocational Education	12	14,093
Fullerton Junior College		
President	12	21,568
Vice-President	12	19,281
Dean of Admissions, Records and Research	12	16,743
Dean of Guidance	12	17,243
Dean of Instruction, Liberal Arts	12	15,361
Dean of Instruction, Vocational Education	12	16,743
Dean of Men	12	17,243
Dean of Women	12	16,743
Assistant Dean of Admissions Records and Research	12	16,269
Assistant Dean of Guidance	12	16,769
Coordinator of Nursing Education	12	14,503
Administrative Assistant	12	15,808
Administrative Assistant, Business	12	16,269

OCEANSIDE-CARLSBAD JUNIOR COLLEGE DISTRICT
MIRACOSTA COLLEGE

I. Administrative Salary Schedule

"Responsibility factors" applied to salary on instructor salary schedule for which administrator qualifies:

Vice President - Instruction	1.28
Dean of Students	1.26
Dean of Evening Division	1.22

Provisions of Administrative Schedule

1. Administrators must have a valid California General Administrative Credential or California Secondary School Administration Credential.

2. Administrators must have a Masters or earned Doctor's Degree.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	230 days	$19,500
Vice President, Instruction	215 days	16,742
Dean of Evening Division	215 days	15,313
Dean of Students	205 days	13,185
Business Manager	230 days	13,740

ORANGE COAST JUNIOR COLLEGE DISTRICT
GOLDEN WEST COLLEGE
ORANGE COAST COLLEGE

I. Administrative Salary Schedule

a. Deans (12 months' service)

Steps	Master's	Doctorate
1	$14,500	$15,000
2	15,000	15,500
3	15,500	16,000
4	16,000	16,500
5	16,500	17,000
6	17,000	17,500
7	17,500	18,000
8	18,000	18,500
9	18,500	19,000
10	19,000	19,500
11		20,000

b. Associate Deans

	(10 months' service)		(12 months' service)	
Steps	Master's	Doctorate	Master's	Doctorate
1	$12,250	$12,750	$13,300	$13,800
2	12,700	13,200	13,800	14,300
3	13,150	13,650	14,300	14,800
4	13,600	14,100	14,800	15,300
5	14,050	14,550	15,300	15,800
6	14,500	15,000	15,800	16,300
7	14,950	15,450	16,300	16,800
8	15,400	15,900	16,800	17,300
9	15,850	16,350	17,300	17,800
10	16,300	16,800	17,800	18,300
11		17,250		18,800

c. Coordinators or Assistant Deans*

	(10 months' service)		(12 months' service)	
Steps	BA and Credential	MA and Credential	BA and Credential	MA and Credential
1	$10,155	$10,455	$10,918	$11,218
2	10,520	10,820	11,313	11,613
3	10,885	11,185	11,708	12,008
4	11,250	11,550	12,103	12,403
5	11,615	11,915	12,498	12,798
6	11,980	12,280	12,893	13,193
7	12,345	12,645	13,288	13,588
8	12,710	13,010	13,683	13,983
9	13,075	13,375	14,078	14,378
10		13,740		14,773
11		14,105		15,168
12		14,470		15,563
13		14,815		15,958

*Persons in these positions serve part time as teachers.

ORANGE COAST JUNIOR COLLEGE DISTRICT (continued)

d. Coordinators of Work Experience*

	(10 months' service)		(12 months' service)	
Steps	BA and Credential	MA and Credential	BA and Credential	MA and Credential
1	$ 9,290	$ 9,590	$10,023	$10,323
2	9,655	9,955	10,418	10,718
3	10,020	10,320	10,813	11,113
4	10,385	10,685	11,208	11,508
5	10,750	11,050	11,603	11,903
6	11,115	11,415	11,998	12,298
7	11,480	11,780	12,393	12,693
8	11,845	12,145	12,788	13,088
9	12,210	12,510	13,183	13,483
10		12,875		13,878
11		13,240		14,273
12		13,605		14,668
13		13,970		15,063

*Persons in these positions serve part time as teachers.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent	12	$29,500
Assistant Superintendent, Business	12	20,000
Director, Evening College	12	23,500
Dean, Evening College	12	17,000
Dean, Evening College	12	17,000
Dean, Research and Planning	12	17,500
Coordinator of Trade and Technical Education	12	19,000
Administrative Assistant Federal Projects	12 (2 months full-time; 10 months half-time)	9,530
Golden West College		
President	12	23,500
Dean of Instruction	12	17,000
Dean of Students	12	19,000
Associate Dean, Admissions and Records	12	17,800
Associate Dean, Student Activities	12	16,800
Associate Dean, Counseling and Guidance	12	15,800
Assistant Dean, Admissions and Records	10	11,185
Orange Coast College		
President	12	23,500
Dean, Admissions and Records	12	19,000
Dean, Counseling and Guidance	12	17,000
Dean of Instruction	12	20,000
Dean, Student Activities	12	19,000
Associate Dean, Admissions and Records	12	15,800
Associate Dean, Student Activities	12	16,800
Assistant Dean, Admissions and Records	10	11,185

I. Administrative Salary Schedule

Supervisory and administrative increments shall be based upon the levels of base salaries. For department heads, the increment shall be 5 percent of the base salary; for administrative level II staff the increment shall be 20 percent of the base salary; and for administrative level I staff the increment shall be 30 percent of the base salary.

For service of 10½ months the appropriate salary for ten months shall be multiplied by 1.05; for service for 11 months the appropriate salary for ten months shall be multiplied by 1.10; and for service for 12 months the appropriate salary for ten months shall be multiplied by 1.20.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$22,500
Assistant Superintendent, Business	12	18,882
Dean of Instruction	12	18,235
Dean of Student Personnel	12	18,235
Assistant Dean of Instruction	12	16,099
Assistant Dean of Instruction	12	16,099
Assistant Dean of Instruction	12	17,292
Assistant Dean of Instruction	12	14,212
Assistant Dean of Student Personnel	12	15,802
Assistant Dean of Student Personnel	12	16,696
Administrative Assistant	10	10,352

PALO VERDE UNIFIED SCHOOL DISTRICT
PALO VERDE COLLEGE

I. Administrative Salary Schedule

Based on Steps 9-14 of teachers' salary schedule. (See Salary Schedules for Teaching Personnel in California Public Junior Colleges.)

Steps	Class III	Class IV	Class V	Class VI
9	$8320	$8560	$ 8800	$ 9240
10	8560	8800	9040	9480
11	8800	9040	9280	9720
12	9040	9240	9520	9960
13	9280	9520	9760	10200
14		9760	10000	10440

Factors for administrative responsibility:

Position	Responsibility Factor
President	1.5
Director of Instruction	1.27
Director of Student Personnel	1.155

	1st Year	2nd Year	3rd Year	4th Year
District Superintendent*	1.77	1.79	1.81	1.83
Deputy Superintendent*	1.57	1.59	1.61	1.63
Assistant Superintendent, Business*	1.57	1.59	1.61	1.63

*Based on the last four steps of Class VI of the teachers' salary schedule, with the above ratios applied.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
a. District Level		
Superintendent	12	$19,105
Assistant Superintendent, Business Services	12	15,836
Deputy Superintendent	12	16,472
b. College Level		
President	12	14,980

PASADENA AREA JUNIOR COLLEGE DISTRICT
PASADENA CITY COLLEGE

I. Administrative Salary Schedule

The salary schedule for teaching personnel is the basic schedule for all certificated personnel in contract assignments. (See Salary Schedules for Teaching Personnel in California Public Junior Colleges.)

Responsibility increments for administrative positions:

Position	Responsibility Ratio	Time Assignment
Vice President	1.28	12 months
Administrative Deans	1.23	12 months
Deans	1.19	12 months
Supervisor	1.14	10x months
Consultant	1.14	10x months
Director	1.23	12 months

Note: Salaries shall be determined in the following manner:

1. Determine the employee's classification and step on the basic salary schedule including the service increment or doctoral increment if applicable.
2. Multiply the monthly rate by the appropriate responsibility ratio.
3. Multiply this product by the number of months specified in the time assignment for the position (for 10x months use 11 as the multiplier).
4. Divide this figure by 10 for all positions on 10 or 10x months, and by 12 for those on 12 months, to obtain the correct monthly calendar rate.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$26,500
Business Manager	12	16,032
Administrative Dean for Extended Day	12	20,622.72
Administrative Dean for Instruction	12	20,622.72
Administrative Dean for Student Personnel Services	12	21,614.52
Vice President	12	22,493
Dean of Educational Services	12	19,952.04
Dean of Educational Services - East Area	12	19,952.04
Dean of Educational Services - West Area	12	19,952.04
Dean of Extended Day and Summer Sessions	12	19,952.04
Dean of Guidance and Counseling	12	19,952.04
Dean of Placement Services	12	19,952.04
Dean of Student Activities	12	19,952.04
Dean of Student Personnel Services, Day	12	19,952.04
Dean of Student Personnel Services, Evening	12	19,952.04

PASADENA AREA JUNIOR COLLEGE DISTRICT (continued)

Position	Number of Months' Service	Salary
Director of Vocational Education	12	$20,622.72
Supervisor of Distributive Education and Placement	12	18,194.40
Supervisor, Planetarium	10*	17,520.90

*Employed September 1 through June 30; identified on our salary schedule as 10x month employees.

PERALTA JUNIOR COLLEGE DISTRICT
LANEY COLLEGE
MERRITT COLLEGE

I. Administrative Salary Schedule

Salaries of administrative personnel in the Peralta Junior College District shall be computed on the basis of original placement on the teachers' salary schedule* in terms of years of teaching-administrative experience and the number of units or degrees accumulated. All other provisions in the teachers' salary schedule shall be applied also in the placement of administrators on this schedule.

*See Salary Schedules for Teaching Personnel in California Public Junior Colleges.

In computing administrative salaries the following ratios shall be applied to placement on the 1967-1968 teachers' salary schedule to arrive at the annual salary: (Placement on class and step of teachers' salary schedule X ratio factor = annual salary.)

	Basic Responsibility Factor	189 Days	210 Days	230 Days
Presidents	1.33			1.70
Deans and Directors (District Office)	1.20	(1.26)	1.40	1.54
Administrative Assistants (District Office), Assistant Deans, and Head Coordinators	1.10	1.15	1.28	1.41
Coordinators	1.05	1.10	1.22	(1.34)

Administrative Calendar

Presidents--230 days
Directors (District Office)--230 days
Deans--210 or 230 days
Administrative Assistants (District Office)--189,210 or 230 days
Assistant Deans--189 or 210 days
Head Coordinators and Coordinators--189 or 210 days

Exceptions to length of assignment may, upon recommendation of college president to Superintendent, be approved by the Board of Trustees.

Note: Administrative personnel new to the Peralta Junior College District shall receive credit for previous teaching-administrative or other approved experience as specified in the teachers' salary schedule. In the event that placement of a president on this schedule, in the judgment of the superintendent, creates an inequity in comparison to salaries of other presidents in the district, an exception to the teachers' schedule to provide placement above the eighth step may be granted by the Board of Trustees in order to maintain comparable salaries for all presidents in the district.

PERALTA JUNIOR COLLEGE DISTRICT (continued)

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent	12	$30,000
Assistant Superintendent-Business	12	24,000
Director of Educational Services	12	21,743
Director of Facilities Planning	12	19,866
Director of Finance	12	16,716
Administrative Assistant-Cert. Personnel, Community Relations, and Publications	12	19,097
Administrative Assistant-Development	12	18,189
Administrative Assistant-Facilities Planning	12	15,825
Dean	11	19,265
Dean	11	17,934
Laney College		
President	12	23,394
Dean of Extended Day and Community Services	11	19,265
Dean of Student Personnel Services	11	19,265
Dean of Trade-Technical Education	11	12,265
Assistant Dean of Liberal Arts Education	11	17,614
Assistant Dean of Student Personnel Services	11	16,512
Head Coordinator	10	15,825
Merritt College		
President	12	23,394
Dean of Administration	12	21,192
Dean of Student Personnel Services and Faculty Personnel	12	21,192
Acting Dean of Instruction	12	21,192
Assistant Dean of Instruction, Evening Programs	11	17,614
Assistant Dean of Student Personnel Services	11	17,614
Director of Vocational Education	12	17,584
Assistant Director of Vocational Education	11	16,261

REDWOODS JUNIOR COLLEGE DISTRICT
COLLEGE OF THE REDWOODS

I. Administrative Salary Schedule

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
1	$13,000	$13,500	$14,000	$14,500	$15,000	$15,500	$16,000
2	13,500	14,000	14,500	15,000	15,500	16,000	16,500
3	14,000	14,500	15,000	15,500	16,000	16,500	17,000
4	14,500	15,000	15,500	16,000	16,500	17,000	17,500
5	15,000	15,500	16,000	16,500	17,000	17,500	18,000

Classifications

Class I - Dean of Admissions and Director of Nursing
Class III - Deans
Class VI - Vice Presidents

Earned doctorate adds $500

Directors, Coordinators, Deans, etc.) Actual placement on Salary
with some teaching responsibilities) Schedule X factor
Sample base - Step 9 - $11,500*

1st year	1.10	$12,650
2nd year	1.13	12,995
3rd year	1.16	13,340
4th year	1.19	13,685

All three classes to have 12 months contract. In this plan all present employees to start on 1st step.

*See Salary Schedules for Teaching Personnel in California Public Junior Colleges.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$20,000
Vice President, Business Services	12	17,000
Vice President, Instruction	12	18,000
Dean of Admissions	12	13,500
Dean of Community Services	12	15,000
Dean of Men	10	11,354
Dean of Students	12	16,000
Dean of Vocational-Technical	12	15,000
Dean of Women	10	13,668
Director of Nursing	12	13,500
Coordinator of Business Services	12	14,500
Coordinator of Data Processing	12	11,136

RIO HONDO JUNIOR COLLEGE DISTRICT
RIO HONDO JUNIOR COLLEGE

I. Administrative Salary Schedule

a. Deans (11 or 12 months' service)

Place on teachers salary schedule-- maximum 7 years previous experience plus employment with Rio Hondo. Base is 10 months; add 10 percent for each month employed annually over 10 months with a transportation allowance of $50.00 per month. multiplied by 1.15 factor

b. Assistant Dean and Coordinator (11 or 12 months' service)

Place on teachers salary schedule-- maximum 5 years previous experience plus employment with Rio Hondo. Base is 10 months, add 10 percent for each month employed annually over 10 months with a transportation allowance of $25.00 per month. multiplied by 1.10 factor

(See Salary Schedules for Teaching Personnel in California Public Junior Colleges.)

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$28,500
Assistant Superintendent, Business	12	21,312.50
Assistant Superintendent	12	20,479.16
Dean of Evening Session	12	15,456
Dean of Men	11	12,100
Dean of Student Personnel	12	16,008
Dean of Women	11	12,584
Assistant Dean of Vocational Tech.	12	12,672
Coordinator - LVN Nursing	12	14,880
Coordinator - Police Science	11	13,695
Coordinator - RN Nursing	12	11,520

RIVERSIDE JUNIOR COLLEGE DISTRICT
RIVERSIDE CITY COLLEGE

I. Administrative Salary Schedule

The schedule for computing 12 month administrators' salaries is developed by applying the established ratio for the position to the computational base schedule. This schedule is based on total annual earnings available to teaching faculty Classes V, VI, and VIII - Steps 8-13.*

The 1967-68 computational base schedule is as follows:

Steps	Class I	Class II	Class III
1	$13,340	$13,701	$14,421
2	13,807	14,188	14,937
3	14,281	14,677	15,459
4	14,747	15,159	15,976
5	15,215	15,646	16,492
6		16,134	17,007

Classifications

Class I - MA degree plus 30 units or less
Class II - MA degree plus 45 units
Class III - Doctorate

Ratio placement currently authorized on this schedule is as follows:

Administrative Dean and Business Manager	1.20
Deans	1.15
Associate Deans	1.05

*See Salary Schedules for Teaching Personnel in California Public Junior Colleges.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$23,500
Business Manager	12	17,696
Administrative Dean	12	19,361
Dean of Admissions	12	18,554
Dean of Extended Day and Summer Session	12	18,554
Dean of Instruction	12	18,554
Dean of Students	12	17,497
Associate Dean of Admissions	12	14,497
Coordinator of Community Services	12	16,941
Coordinator of Vocational Education	12	15,917

SAN BERNARDINO VALLEY JOINT UNION JUNIOR COLLEGE DISTRICT
SAN BERNARDINO VALLEY COLLEGE

I. Administrative Salary Schedule

Administrators at first hiring are place upon Step 6 in the appropriate teaching salary classification.

a. The Dean of Men and the Dean of Women will be paid at their normal rate as members of the faculty plus two additional months at their faculty rate and will be awarded 10 percent additional pay as a responsibility adjustment associated with their assignments.

b. The salaries for the Evening Division Director and the Director of Counseling, Placement, and Housing will follow a similar pattern as outlined in "a" above, but the responsibility factor is equated at 15 percent.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent	12	$26,500
President	12	21,000
Associate Superintendent - Business	12	22,500
Vice President, Instruction	12	19,500
Vice President, Student Personnel	12	19,500
Dean of Men	12	18,772
Dean of Women	12	17,590
Registrar, Director of Admissions	12	16,327
Director of Counseling	12	17,845
Director of Evening Division	12	18,390

SAN DIEGO UNIFIED SCHOOL DISTRICT
SAN DIEGO JUNIOR COLLEGES

I. Administrative Salary Schedule

Salary Range No.	Months	MONTHLY SALARY*					
	10		I	II	III	IV	V
	12	I	II	III	IV	V	
47		$1757	$1845	$1937	$2034	$2136	$2243
45		1594	1674	1757	1845	1937	2034
44		1518	1594	1674	1757	1845	1937
43		1446	1518	1594	1674	1757	1845
41		1311	1377	1446	1518	1594	1674
40		1249	1311	1377	1446	1518	1594
39		1189	1249	1311	1377	1446	1518
38		1133	1189	1249	1311	1377	1446
35		978	1027	1079	1133	1189	1249

*Effective Date: Certificated employees - August 9, 1967; Classified employees - July 1, 1967

Key to Schedule

Schedule	Positions
47-12	Assistant Superintendent, Post-High School Division
45-12	President of San Diego Junior Colleges
44-12	President, San Diego City College; President, San Diego Mesa College; Director, San Diego Evening College; Director of Operations
43-12	Director of Vocational Education
41-12	Dean of Arts and Sciences
40-12	Dean of Students; Dean of Vocational Education
39-12	Assistant Director, Evening College Admissions and Registration; Coordinator of Vocational Education (MDTA)
39-10	Coordinator of Vocational Education
38-12	Registrar
38-10	Assistant Dean of Students
35-12	Data Systems and Operations Supervisor, Junior Colleges

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
a. District Level		
Superintendent	12	$45,000
Assistant Superintendent, Post-High School Division, and President, San Diego Junior Colleges	12	25,515
Director of Operations, San Diego Junior Colleges	12	22,039
Director of Vocational Education	12	20,988

SAN DIEGO UNIFIED SCHOOL DISTRICT (continued)

Position	Number of Months' Service	Salary
Coordinator, Vocational Education (MDTA)	12	$17,273
Coordinators, Vocational Education (5)	10	15,180
Coordinator, Vocational Education	10	14,460
Registrar	12	16,449
San Diego Evening College		
Director	12	22,039
Assistant Director, Admissions and Registration	12	17,273
Dean of Students	12	16,449
Dean of Students	12	15,661
b. College Level		
San Diego City College		
President	12	22,039
Dean of Arts and Sciences	12	17,273
Dean of Students	12	18,133
Dean of Vocational Education	12	18,133
San Diego Mesa College		
President	12	22,039
Dean of Arts and Sciences	12	19,041
Dean of Students	12	18,133
Dean of Vocational Education	12	18,133
Assistant Dean of Students	10	14,460

SAN FRANCISCO UNIFIED SCHOOL DISTRICT
CITY COLLEGE OF SAN FRANCISCO

I. Administrative Salary Schedule

Position	Salary
a. District Level	
Superintendent	
As County Superintendent	$21,163
As District Superintendent	13,837 - $35,000
Administrative Adviser	24,490 - 29,195
Assistant Superintendent	21,105 - 25,800
Fiscal Officer	21,105 - 25,800
Assistant Fiscal Officer	18,535 - 21,620
b. College Level	
President	22,790 - 27,495
Coordinator	19,435 - 22,430
Dean of Instruction	18,380 - 21,390
Dean of Students	18,380 - 21,390
Dean of Women	17,580 - 20,590
Registrar	16,655 - 19,445
Assistant Dean of Instruction	15,700 - 17,700
Assistant Dean of Activities	15,700 - 17,700
Director of Placement	15,700 - 17,700
Director of Testing and Research	15,700 - 17,700
Assistant Registrar	13,325 - 15,550

Note: 1. Advancement from the minimum to the maximum rate of pay set forth above shall be on the basis of service in the position. The annual increment will be one-fourth of the difference between the minimum and maximum rates of pay until the maximum salary is reached, unless otherwise provided herein.

2. A certificated employee covered by the above schedule shall serve in accordance with the administrative calendar adopted for the school year for his position.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
a. District Level		
Superintendent	11	$35,000
Administrative Adviser	12	24,490
Assistant Superintendent	12	21,105
Human Relations Officer	12	21,105
Fiscal Officer	12	21,105

SAN FRANCISCO UNIFIED SCHOOL DISTRICT (continued)

Position	Number of Months' Service	Salary
Coordinator A	12	$20,230
Coordinator B	12	18,535
Director	12	18,535
Assistant Fiscal Officer	12	18,535
Supervisor AA	12	16,850
Supervisor A	12	13,980

b. College Level

Position	Number of Months' Service	Salary
President	12	27,495
Coordinator, Educational Management	12	20,930
Coordinator, Student Welfare	12	22,430
Coordinator, Technical-Terminology Instruction	12	22,430
Dean of Instruction	12	21,681
Acting Dean of Instruction	12	18,380
Dean of Men	12	21,390
Dean, Technical-Terminology Instruction	12	18,380
Dean of Women	12	20,590
Acting Assistant Dean of Instruction	12	15,700
Assistant Dean, Activities	12	16,200
Assistant Dean, Instruction	12	15,700
Director of Placement	12	17,700

SAN JOAQUIN DELTA JUNIOR COLLEGE DISTRICT
SAN JOAQUIN DELTA COLLEGE

I. Administrative Salary Schedule

Salaries for Superintendent/President, Assistant Superintendent/Vice-President, Assistant Superintendent/Business Manager are set by the Board.

a. Deans

	Without Doctorate		With Doctorate	
Steps	10 Months	12 Months	10 Months	12 Months
1	$13,112	$15,079	$13,757	$15,821
2	13,512	15,539	14,157	16,281
3	13,912	15,999	14,557	16,741
4	14,312	16,459	14,957	17,201
5	14,712	16,919	15,357	17,661
6	15,112	17,379	15,757	18,121
7	15,512	17,839	16,157	18,581
8	15,912	18,299	16,557	19,041

b. Associate Deans

	Without Doctorate		With Doctorate	
Steps	10 Months	12 Months	10 Months	12 Months
1	$12,391	$14,250	$13,036	$14,991
2	12,791	14,710	13,436	15,451
3	13,191	15,170	13,836	15,911
4	13,591	15,630	14,236	16,371
5	13,991	16,090	14,636	16,831
6	14,391	16,550	15,036	17,291
7	14,791	17,010	15,436	17,751
8	15,191	17,470	15,836	18,211

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$27,480
Assistant Superintendent-Business Manager	12	19,500
Assistant Superintendent-Vice-President	12	22,000
Administrative Assistant	12	17,661
Dean of Instruction	12	18,299
Dean of Students	12	18,299
Associate Dean of Instruction	12	15,451
Associate Dean of Students	12	17,470
Director of Agriculture	12	15,455
Director of Athletics	10	15,191
Director of Nursing	12	14,360
Director of Technical and Vocational Education	10	15,191
Coordinator of Apprenticeship	11	16,508
Coordinator of Community Services	12	18,581

SAN JOSE JUNIOR COLLEGE DISTRICT
SAN JOSE CITY COLLEGE

I. Administrative Salary Schedule

Steps	Monthly Salary				
	Class I	Class II	Class III	Class IV	Class V
1	$1367	$1409	$1453	$1498	$1544
2	1407	1451	1496	1542	1590
3	1450	1495	1541	1589	1638
4	1493	1539	1587	1636	1687
5	1538	1586	1635	1686	1738
6	1584	1633	1684	1736	1790
7	1633	1683	1735	1789	1844
8	1681	1733	1787	1842	1899
9	1731	1785	1840	1897	1956
10	1784	1839	1896	1955	2015

Classifications

Class I - One year tenure
Class II - Two years tenure
Class III - Three years tenure
Class IV - Four years tenure
Class V - Five years tenure

Title	STEPS 10½ Month Appointment	Annual Salary Range
Coordinator of Vocational Education	1	$14,354 - 16,212
	11 Month Appointment	
Library Director	1	$15,037 - 16,984
	2	15,477 - 17,490
Assistant Dean and Assistant Director of Extended Day	3	15,950 - 18,018
	4	16,423 - 18,557
Associate Dean	5	16,918 - 19,118
Dean and Director of Extended Day	6	17,424 - 19,690
	7	17,963 - 20,284
Vice President and Director of Planning and Research	8	18,491 - 20,889
	9	19,041 - 21,516
	10	19,624 - 22,165

Note: Administrators holding an earned doctorate on July 1, 1967, shall receive $500 annual additional compensation, but any new doctorates in administrative positions shall not be so additionally compensated.

SAN JOSE JUNIOR COLLEGE DISTRICT (continued)

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$28,000
Assistant Superintendent and Business Manager	12	20,500
Vice President	12	21,389
Director of Planning and Research	12	20,762
Dean of Extended Day and Summer Session	12	19,690
Dean of Instruction	12	20,190
Dean of Student Services	12	19,690
Dean of Vocational Education	12	20,190
Associate Dean of Extended Day and Summer Session	12	18,557
Associate Dean of Student Services	12	18,557
Assistant Dean of Instruction	12	15,950
Assistant Dean of Student Activities	12	15,950
Assistant Dean of Student Admissions	12	18,557
Assistant Dean of Vocational Education	12	18,018

SAN LUIS OBISPO COUNTY JUNIOR COLLEGE DISTRICT
CUESTA COLLEGE

I. Administrative Salary Schedule

No administrative salary schedule adopted.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$21,500
Assistant Superintendent, Business Services	12	18,750
Assistant Superintendent, Educational Services	12	19,300
Dean of Student Services	12	17,466
Director of Counseling and Guidance	12	15,091
Director of Evening, Summer Session and Community Services	12	16,843

SAN MATEO JUNIOR COLLEGE DISTRICT
COLLEGE OF SAN MATEO

I. Administrative Salary Schedule

a. Assistant Superintendent -- $23,750
b. Director of Instruction -- $21,000
c. Director of Student Personnel, Director of Evening College and Summer Session -- $20,750
d. Director of College of the Air and Technical Education, Director of Vocational Education and Federal Programs, Director of Student Activities and Dean of Men -- $18,900
e. Head, Office of Research -- $18,400
f. Dean of Women (10 months) -- $16,228
g. Coordinator of Coop. Education -- $16,500
h. Business Manager -- $21,000

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$33,000
Assistant Superintendent and Vice President	12	23,750
Business Manager	12	21,000
Director, College of the Air and Technical Education	12	18,900
Director, Evening College and Summer Session	12	20,750
Director of Instruction	12	21,000
Head, Office of Research	12	18,400
Director, Student Activities and Dean of Men	12	18,900
Director, Student Personnel and Coordinator of Counseling	12	20,750
Director, Vocational Education and Federal Programs	12	18,900
Coordinator, Admissions and Registration	12	17,850
Coordinator, Community Education	12	17,850
Coordinator, Evening College Curriculum	12	17,850
Coordinator, Library Services	12	17,850
Coordinator, Personnel	12	17,850
Assistant for College-Community Relations	12	16,800
Dean of Women	10	16,228
Computer Center Manager	12	15,000
Specialist, Evening College	12	16,300
Assistant for Facility Projects	12	15,500
Coordinator of Cooperative Education	12	16,500

SANTA ANA JUNIOR COLLEGE DISTRICT
SANTA ANA COLLEGE

I. Administrative Salary Schedule

No information submitted.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
a. District Level		
Superintendent	12	$28,000
Associate Superintendent, Personnel	12	19,700
Assistant Superintendent, Business	12	20,000
Administrative Assistant	11	13,068
b. College Level		
President	12	21,250
Dean of Students	12	18,000
Associate Dean of Men	12	16,380
Assistant Dean of Women	12	*

*This salary figure was not submitted.

SANTA BARBARA JUNIOR COLLEGE DISTRICT
SANTA BARBARA CITY COLLEGE

I. Administrative Salary Schedule .

Administrative Level I
Superintendent - President
Length of service - 12 months
Salary - by negotiation

Administrative Level II
Director-Administrative Dean, Adult Education; Administrative Deans, (Business Services, Student Personnel, and Instruction)
Length of service - 12 months and time factor 1.20
Salary - Basic salary times time factor times responsibility factor
Placement on administrative schedule:

1	2	3	4*	5*
1.14	1.16	1.18	1.20	1.22

Administrative Level III
Assistant Deans (Evening College, Health Occupations, Admissions and Records, Student Activities, Adult Education, and Vocation-Technical)
Administrative Assistant, Research and Development
Length of service - 12 months and time factor 1.20
Salary - Basic salary times time factor times responsibility factor
Placement on administrative schedule:

1	2	3
1.06	1.08	1.10

Administrative Level IV
Coordinators (Adult Education, Placement, and Apprenticeship
Length of service - (a) 10 calendar months, time factor 1.10
(b) 9½ calendar months, time factor 1.05
Salary - Basic salary times time factor times responsibility factor
Placement on administrative schedule:

1	2	3
1.01	1.03	1.05

*These steps limited to director level only.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$24,000
Administrative Dean, Business Services	12	18,819
Administrative Assistant, Research and Development	12	15,921
Administrative Dean, Instruction	12	18,819
Administrative Dean, Student Personnel	12	18,819

SANTA BARBARA JUNIOR COLLEGE DISTRICT (continued)

Position	Number of Months' Service	Salary
Director-Administrative Dean, Adult Education	12	$19,457
Assistant Dean, Admissions	12	17,101
Assistant Dean, Adult Education	12	16,521
Assistant Dean, Evening College	12	17,224
Assistant Dean, Health Occupations	12	16,905
Assistant Dean, Student Activities	12	16,790
Assistant Dean, Technical-Vocational	12	16,356
Coordinator, Adult Education	10	13,160
Coordinator, Adult Education	10	11,492
Coordinator, Placement	10	10,239

SANTA MONICA UNIFIED SCHOOL DISTRICT
SANTA MONICA CITY COLLEGE

I. Administrative Salary Schedule

The administrators' responsibility level scale is related to the basic salary schedule in such a way that an administrator's salary is determined by the length of employment, the individual administrator's position on the basic teachers' schedule, and the level of responsibility assigned to the particular position. The length of time to be worked by the various administrators is determined by the Superintendent, upon the recommendation of the chief administrator of the school. The position on the teachers' salary schedule depends upon the individual administrator's training and experience. The level of responsibility is determined by reference to the basic salary schedule by classes:

a. Class I (16.0 percent, Class IV, Step 14)

   School Psychologist

b. Class II (20.5 percent, Class IV, Step 14)

   Dean, Distributive Education and Work Experience
   Dean, Evening
   Dean, Trade and Technical Education
   Assistant Dean, Students

c. Class III (25.0 percent, Class IV, Step 14)

   Dean, Admissions and Research
   Dean, Students
   Dean, Student Activities
   Assistant Director, Day
   Supervisor, Art Education
   Supervisor, Building Planning
   Supervisor, Music Education
   Supervisor, Publications

d. Class IV (29.5 percent, Class IV, Step 14)

   Director, Day
   Director, Libraries and Instructional Materials Center
   Director, Evening
   Director, Health Services
   Director, Personnel Services
   Director, Research Services
   Director, Special Services

e. Class VII (43.0 percent, Class IV, Step 14)

   President

f. Class IX (54.86 percent, Class IV, Step 14)

Assistant Superintendents

An employee in this classification shall be placed at the maximum class and step on the teachers' salary schedule plus the doctoral bonus. (See Salary Schedules for Teaching Personnel in the California Public Junior Colleges.)

Note: 1. Credit for teaching and administrative experience within the district and outside the district shall be counted on the same basis as provided in the teachers' salary schedule for certificated personnel. The combined teaching and administrative experience shall be counted from the first step of the group in which the administrator is placed according to his training, and the administrative responsibility increment added.

2. The following formula shall be used to compute the salaries of administrators:

$$\frac{\text{Basic salary}}{10} + \frac{\text{responsibility increment}}{11} \times \begin{matrix}\text{number of school}\\ \text{months served}\end{matrix}$$

Ten-calendar-month administrators serve eleven school months and eleven-calendar-month administrators serve twelve school months.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
a. District Level		
Superintendent	12	$29,988
Assistant Superintendent, Business	12	23,106
Director of Health Services*	12	9,997
Director of Libraries and Instructional Materials Center	12	19,397
Director of Secondary Education	12	19,943
Director of Personnel Services	12	18,898
Director of Research	12	19,943
Director of Special Services	12	19,943
Supervisor of Art Education	11	17,266
Supervisor, Building Planning	12	18,836
Supervisor, Music Education	11	17,266
Supervisor, Publications	12	18,836
School Psychologist	11	16,395
School Psychologist	11	16,237
School Psychologist	11	14,679
b. College Level		
President	12	21,627
Director, Day	12	19,943

*Half-time position.

SANTA MONICA UNIFIED SCHOOL DISTRICT (continued)

Position	Number of Months' Service	Salary
Director, Evening	12	$19,943
Dean of Admissions and Research	12	18,836
Dean, Distributive Education and Work Experience	12	18,275
Dean, Evening	12	18,275
Dean, Special Services	12	18,275
Dean of Students	12	19,382
Dean, Student Activities	12	18,836
Dean, Trade and Technical Education	12	18,275
Assistant Director, Day	12	18,836
Assistant Dean of Students	12	17,900

COLLEGE OF THE SEQUOIAS JUNIOR COLLEGE DISTRICT
COLLEGE OF THE SEQUOIAS

I. Administrative Salary Schedule

Placed on the regular teachers' salary schedule where training and experience would place them, and the following ratios are applied:

President	2.0
Dean of Instruction	1.5
Dean of Student Personnel	1.5
Dean of Women	1.4
Dean of Men	1.4
Registrar	1.4
Dean of Evening College	1.4
Director of Placement and Community Services	1.3
Director of Research and Planning	1.3
Coordinator of Industrial and Technical Education	1.3

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$25,400
Dean of Evening College	12	16,240
Dean of Instruction	12	19,050
Dean of Men	12	16,240
Dean of Student Personnel	12	18,000
Dean of Women	12	16,240
Director of Placement and Community Services	12	14,755
Registrar	12	14,910
Coordinator of T & I Education	12	15,430
Director of Research and Planning	12	15,900

SHASTA JOINT JUNIOR COLLEGE DISTRICT
SHASTA COLLEGE

I. Administrative Salary Schedule

This schedule will be correlated with the teacher salary schedule and serve as a guide for all administrative positions except that of district superintendent/president.

These principles will be subject to review annually, but unless changed, will determine the salaries of full-time and part-time administrators. Positions will be designated by title and may be added or deleted in accordance with annual review.

The following principles will be followed:

1. In determining administrative salaries, an endeavor would be made to arrive at annual salaries for administrators that are median figures for equivalent positions in junior colleges of comparable size and type.

2. There will be the following levels of responsibility:

   a. Coordinators and assistant deans
   b. Associate deans
   c. Deans
   d. Vice-presidents and assistant superintendent

3. The yearly salary will be determined by the following formula:

YEARLY SALARY = (Base salary) x (Responsibility Factor) x (Time Factor)

4. The Base Salary will be the salary which the person would earn when placed in the top step of the top class of the teachers' schedule, including degree increments.

5. The Responsibility Factor will be appropriately selected from the following schedule:

	1st Year	2nd Year	3rd Year
Coordinators and Assistant Deans	1.03	1.05	1.07
Associate Deans	1.08	1.10	1.12
Deans	1.13	1.15	1.17
Vice-President & Assistant Superintendent	1.18	1.20	1.22

6. The Time Factor will be based on 1/12 extra pay for one month of extra work. Thus, for one month of extra work, the factor would be 13/12 and for two months of extra work, the factor would be 14/12 and other amounts of extra work would be in the same proportion.

7. Part-time administrators will receive a yearly salary composed of two parts as follows:

   a. That which the person would earn at his prorated teaching rate, and
   b. That which the person would earn at his prorated administration rate.

SHASTA JOINT JUNIOR COLLEGE DISTRICT (continued)

Base Salaries for 1967-68	
Master	$12,940
Doctor	$13,455

Division Chairmen shall receive $500 per year in addition to their regular salaries.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$21,500
Dean of Business Services	12	17,865
Dean of Evening Division	12	17,865
Dean of Guidance & Admissions	12	17,865
Dean of Instruction	12	17,865
Dean of Student Services and Activities	12	17,254
Associate Dean of Evening Division	12	16,491
Associate Dean of Instruction	12	17,101
Assistant Dean of Men	10 (½ time)	7,408
Assistant Dean of Women	10 (½ time)	7,408
Director of Athletics	10 (1/3 time)	4,006
Coordinator of Nursing	10	12,215
Associate Director of Nursing	10 (¼ time)	3,526

SIERRA JOINT JUNIOR COLLEGE DISTRICT
SIERRA COLLEGE

I. Administrative Salary Schedule

No administrative salary schedule adopted.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$24,000
Vice President and Dean of Instruction	12	17,752.50
Assistant Superintendent for Business	12	17,095
Dean of Student Personnel Services	12	17,095
Associate Dean of Student Personnel Services	12	14,687.50
Dean of Vocational Education	12	16,640
Director of Extended Day and Adult Education	10½	15,780

SISKIYOU JOINT JUNIOR COLLEGE DISTRICT
COLLEGE OF THE SISKIYOUS

I. Administrative Salary Schedule

No administrative salary schedule adopted.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$18,500
Assistant Superintendent	12	14,300
Business Manager	12	10,500
Dean of Evening Division	12	13,200
Dean of Student Personnel Services	12	13,200

SOLANO COUNTY JUNIOR COLLEGE DISTRICT
SOLANO COLLEGE

I. Administrative Salary Schedule

Administrative increments are added to each person's teaching salary according to the following schedule:

Steps	I	II	III	IV	V	VI
5	$451	$619	$1014	$1352	$1802	$2253
14	620	851	1394	1859	2478	3098
15	639	877	1437	1915	2553	3192
16	658	903	1479	1972	2628	3286
17	677	929	1521	2028	2703	3380
18	695	954	1563	2084	2778	3473

Positions

I - Counselors; Director of Federal Instructional Projects and Student Placement; Coordinator of Nursery School Certification Program; Director of Student Activities; Head Teacher, Apprentice School
II -
III -
IV - Registrar
V - Director of Trade and Technical Education; Dean of Extended Day and Director of Summer School
VI -

Classifications

5 - Teachers' Salary of $5750-$6249, median $6000
14 - Teachers' Salary of $10250-$10749, median $10500
15 - Teachers' Salary of $10759-$11249, median $11000
16 - Teachers' Salary of $11250-$11749, median $11500
17 - Teachers' Salary of $11750-$12249, median $12000
18 - Teachers' Salary of $12250-$12749, median $12500

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$22,000
Assistant Superintendent, Vice-President	12	17,000
Dean of Extended Day	11	16,805
Dean of Pupil Personnel Services	11	16,000
Business Manager	12	15,000
Director of Placement	10	13,215
Director of Student Activities	10	11,665
Director of Technical and Vocational Education	11	13,760
Registrar	12	12,405

SONOMA COUNTY JUNIOR COLLEGE DISTRICT
SANTA ROSA JUNIOR COLLEGE

I. Administrative Salary Schedule

a. This schedule shall be tied directly to the teachers' salary schedule. (See Salary Schedules for Teaching Personnel in California Public Junior Colleges.)

b. Each administrator except the Business Manager and Dean, School of Nursing, shall be placed on the teachers' salary schedule in accordance with his education and experience.

c. With the teachers' salary schedule as a base, the appropriate index listed below shall be applied to the base salary to establish the administrator's salary.

d. An administrator who arrives at Step 5 of this schedule without having reached the maximum on the teachers' salary schedule shall continue to receive that index as he advances to the maximum on the teachers' salary schedule.

e. The base salary shall be maximum Class III, teachers' salary schedule for the Dean, School of Nursing, against which the appropriate index listed below shall be applied.

	STEPS					Maximum
Position	1	2	3	4	5	with MA
President	Independently adjusted					$24,000
Dean of Students	1.25	1.28	1.31	1.34	1.37	18,358
Dean, Evening College	1.25	1.28	1.31	1.34	1.37	18,358
Dean of Instruction	1.25	1.28	1.31	1.34	1.37	18,358
Dean of Business Services	1.25	1.28	1.31	1.34	1.37	18,358
Dean of Women	1.15	1.18	1.21	1.24	1.27	16,522
Dean of Men	1.15	1.18	1.21	1.24	1.27	16,522
Counseling Coordinator	1.10	1.13	1.16	1.19	1.22	15,696
Assistant Dean, Evening College	1.10	1.13	1.16	1.19	1.22	15,696
Dean, School of Nursing	1.10	1.13	1.16	1.19	1.22	15,696
Registrar	1.10	1.13	1.16	1.19	1.22	15,696
Assistant Dean of Instruction	1.10	1.13	1.16	1.19	1.22	15,696
Administrative Assistant Evening	1.05	1.08	1.11	1.14		15,276

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$24,000
Dean of Business Services	12	16,750
Dean of Evening College	12	17,956
Dean of Instruction	12	18,358
Dean of Men	12	15,089

SONOMA COUNTY JUNIOR COLLEGE DISTRICT (continued)

Position	Number of Months' Service	Salary
Dean, School of Nursing	12	$16,348
Dean of Students	12	17,956
Dean of Women	12	14,384
Registrar	12	13,664
Counseling Coordinator	12	16,348
Assistant Dean of Evening College	12	14,706
Assistant Dean of Instruction	12	14,384
Administrative Assistant, Community Services Program	12	16,541

SOUTH COUNTY JOINT JUNIOR COLLEGE DISTRICT
CHABOT COLLEGE

I. Administrative Salary Schedule

		Classes				
Position	**Steps**	I	II	III	IV	V
Deans, Business Manager	1	$17,952				
	2	18,360				
	3	18,768				
	4	19,176				
	5	19,584				
	6	19,992				
Assistant Deans	1		$16,068	$15,373		
	2		16,480	15,766		
	3		16,892	16,162		
	4		17,304	16,555		
	5		17,716	16,948		
	6		18,128	17,344		
Directors, Registrar	1		14,144	13,532	$12,858	
	2		14,560	13,930	13,236	
	3		14,976	14,327	13,614	
	4		15,392	14,725	13,992	
	5		15,808	15,123	14,370	
	6		16,224	15,521	14,748	
Coordinators	1		12,180	11,653	11,073	$ 9,333
	2		12,600	12,056	11,456	9,655
	3		13,020	12,456	11,836	9,976
	4		13,440	12,858	12,218	10,298
	5		13,860	13,260	12,600	10,620
	6		14,280	13,662	12,982	10,942
Administrative Assistants	1	$10,608	10,608	10,148	9,643	
	2	11,016	11,016	10,539	10,015	
	3	11,424	11,424	10,928	10,385	
	4	11,832	11,832	11,320	10,756	
	5	12,240	12,240	11,711	11,128	
	6	12,648	12,648	12,100	11,498	

Classifications

Class I - 12 months' service - 20 working days vacation
Class II - 231 days of service (11 months)
Class III - 221 days of service (10½ months)
Class IV - 210 days of service (10 months)
Class V - Teaching schedule plus 5 days of service

SOUTH COUNTY JOINT JUNIOR COLLEGE DISTRICT (continued)

Position	Number of Months' Service	Salary
Superintendent/President	12	$24,000
Business Manager	12	19,992
Administrative Assistant	12	12,648
Dean of Instruction	12	19,992
Dean of Student Personnel	12	19,992
Assistant Dean of Instruction	12	16,068
Assistant Dean of Instruction	12	16,892
Assistant Dean of Instruction	12	17,716
Assistant Dean of Student Personnel	12	16,068
Director of Athletics (2/5)	12	14,258
Director of Community Services	12	14,144
Director of Counseling & Guidance	12	14,144
Director of Library Services	12	15,123
Director of Student Activities	12	12,858
Coordinator of Audio-Visual Education	11	13,020
Coordinator of Evening and Extension Opr.	11	12,180
Coordinator of Technical-Vocational Education	10½	12,600

STATE CENTER JUNIOR COLLEGE DISTRICT
FRESNO CITY COLLEGE
REEDLEY COLLEGE

I. Administrative Salary Schedule

	10½ MONTHS' SERVICE			11 MONTHS' SERVICE				
Steps	Class A - 1	Class A - 2	Class A - 3	Class B - 1	Class B - 2	Class B - 3	Class B - 4	Class B - 5
1	$12993	$13310	$13627	$13584	$13915	$14246	$14578	$14909
2	13417	13744	14071	14027	14369	14711	15053	15395
3	13839	14177	14514	14468	14821	15174	15527	15880
4	14262	14610	14958	14910	15274	15638	16001	16365
5	14685	15043	15401	15352	15726	16101	16475	16850
6	15108	15477	15845	15795	16180	16565	16951	17336

	12 MONTHS' SERVICE					12 MONTHS' SERVICE		
Steps	Class C - 1	Class C - 2	Class C - 3	Class C - 4	Class C - 5	Class D - 1	Class D - 2	Class D - 3
1	$14766	$15126	$15486	$15846	$16206	$18727	$19448	$20168
2	15246	15618	15990	16362	16734	19337	20081	20825
3	15726	16110	16493	16877	17260	19945	20713	21480
4	16207	16602	16997	17393	17788	20555	21346	22136
5	16688	17095	17502	17909	18316	21165	21979	22793
6	17168	17587	18006	18425	18843	21775	22612	23450

Classifications

Assignment of personnel to classes on this schedule shall be determined each year by the Board of Trustees upon the recommendation of the superintendent. Placement will take into consideration size of college, months' of service, assigned duties and responsibilities.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent	12	$26,250
Assistant Superintendent, Education	12	21,480
Assistant Superintendent, Business	12	21,480
Fresno City College		
President	12	20,081
Acting Dean, Evening College & Summer Session	12	16,362
Acting Dean of Instruction	12	18,843
Dean of Students	12	17,788
Associate Dean of Business	11	16,475
Associate Dean of Guidance	11	14,468
Associate Dean, Letters and Arts	11	16,001
Associate Dean, Math, Science and Engineering	11	16,951
Associate Dean, Students (Men)	11	15,527
Associate Dean, Students (Women)	11	16,951
Associate Dean, Technical-Industrial Division	11	16,475

STATE CENTER JUNIOR COLLEGE DISTRICT (continued)

Dean of Special Services	11	$16,951
Coordinator, Apprenticeship Training	10½	14,610
Registrar (Associate Dean of Admissions and Records)	12	15,726
Reedley College		
President	12	21,775
Dean, Evening College and Summer Session (½ time)	10½	7,922
Dean of Instruction	12	17,909
Dean of Students	12	17,909
Associate Dean, Guidance	11	14,910
Associate Dean, Letters and Arts (½ time)	11	7,355
Associate Dean, Math, Science and Engineering Division (½ time)	11	7,819
Associate Dean, Technical-Industrial Division	11	15,638
Coordinator, Student Activities	11	13,584
Registrar (Associate Dean of Admissions and Records)	12	14,468

SWEETWATER JUNIOR COLLEGE DISTRICT
SOUTHWESTERN COLLEGE

I. Administrative Salary Schedule

a. Dean of Instruction (12 months) Responsibility Factor .20

Steps	Salary (Increment $396)
1	$16,548
2	16,944
3	17,340
4	17,736
5	18,132
6	18,528

b. Business Manager (12 months) Responsibility Factor .15

Steps	Salary (Increment $380)
1	$15,860
2	16,240
3	16,620
4	17,000
5	17,380
6	17,760

c. Dean of Admissions and Guidance; Dean of Student Activities (12 months) Responsibility Factor .10

Steps	Salary (Increment $363)
1	$15,177
2	15,540
3	15,903
4	16,266
5	16,629
6	16,992

d. Assistant Dean of Instruction - Vocational Education; Assistant Dean of Instruction - Liberal Arts and Sciences (12 months) Responsibility Factor .05

Steps	Salary (Increment $347)
1	$14,477
2	14,824
3	15,171
4	15,518
5	15,865
6	16,212

e. Assistant Dean of Instruction - Evening and Extension (11 months) Responsibility Factor .05

Steps	Salary (Increment $347)
1	$13,126
2	13,473
3	13,820
4	14,167
5	14,514
6	14,861

f. Assistant Dean of Student Activities (12 months) Responsibility Factor .025

Steps	Salary (Increment $338)
1	$14,138
2	14,476
3	14,814
4	15,152
5	15,490
6	15,828

Note: 1. Add $400 for administrators who possess a doctorate.

2. Add one additional increment for administrators with 20 or more years service in the district.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$20,000
Business Manager	12	16,620
Dean of Admissions and Guidance	12	15,903
Dean of Instruction	12	18,528
Dean of Student Activities	12	16,629
Assistant Dean of Instruction, Evening and Extension	12	13,126
Assistant Dean of Instruction, Liberal Arts and Sciences	12	15,171
Assistant Dean of Instruction, Vocational Education	12	15,518
Assistant Dean of Student Activities	12	15,828
Director of Athletics	10	12,890*

*Salary includes $350 extra pay for duties as director.

VENTURA COUNTY JUNIOR COLLEGE DISTRICT
MOORPARK COLLEGE
VENTURA COLLEGE

I. Administrative Salary Schedule

Designated positions shall carry responsibility increments to be added to the basic salaries for the time assignments indicated.

Position	Responsibility Factor	Time Assigned
President	1.20	12 Months
Administrative Dean	1.16	12 Months
Dean	1.12	12 Months
Assistant Dean	1.08	12 Months
Coordinator	1.04	10½ Months

(See Salary Schedules for Teaching Personnel in California Public Junior Colleges.)

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent	12	$27,500
Assistant Superintendent for Business	12	20,200
Assistant Superintendent, Personnel and Instruction	12	19,200
Moorpark College		
President	12	19,750
Dean of Instruction	12	16,651
Dean of Students	12	16,175
Assistant Dean of Instruction	12	14,617
Director of Counseling	11	13,150
Director of Library Services	12	14,346
Director of Student Activities	11	12,354
Ventura College		
President	12	19,750
Associate Dean of Admissions and Records	12	17,855
Associate Dean of Counseling	12	16,077
Associate Dean of Instruction, Day	12	16,530
Associate Dean of Instruction, Evening and Summer Session	12	18,773
Associate Dean of Students	12	18,055
Assistant Dean of Instruction	12	16,831
Coordinator, Nursing Education (½ time)	12	13,222
Coordinator, Police Science (½ time)	10½	13,435
Coordinator, Vocational & Technical Education	11	14,500

VICTOR VALLEY JOINT JUNIOR COLLEGE DISTRICT
VICTOR VALLEY COLLEGE

I. Administrative Salary Schedule

Administrators are to be placed on the teachers' salary schedule where they would be placed under existing salary policies, and the following ratios are to be paid for administrative duties:

Superintendent	1.75
Assistant Superintendent	1.6
President	1.5
Deans	1.3

(See Salary Schedules for Teaching Personnel in California Public Junior Colleges.)

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
a. District Level		
Superintendent	12	$21,700*
Assistant Superintendent for Business	12	17,856*
Director of Finance	12	11,568*
b. College Level		
President	12	18,638
Dean of Instruction (2 months full dean of students; 10 months 75% dean-25% instructor)	12	16,371
Dean of Students	12	17,528

*Twenty percent of salary charged to college district; eighty percent to high school district.

WEST KERN JUNIOR COLLEGE DISTRICT
TAFT COLLEGE

I. Administrative Salary Schedule

Those employees serving in more than one position will be paid only at the schedule of the highest position.

Position	Ratio to Base Salary	Months of Service
Superintendent and President	1.75	11.5
Dean of Students and Adult Center	1.40	11
Dean of Instruction	1.40	11
Business Manager	Salary set by Board	11
Director of Guidance	1.15	10
Assistant Dean of Students	Salary set by Board	11
Coordinator of Student Activities	1.10	10.5
Coordinator of Apprenticeship Training	1.04	9

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	11½	$23,887
Business Manager	11	16,895*
Dean of Instruction	11	17,934
Dean of Students	11	19,110
Assistant Dean of Students	11	16,350
Director of Guidance	10	15,698

*Effective July 1, 1967.

WEST VALLEY JOINT JUNIOR COLLEGE DISTRICT
WEST VALLEY COLLEGE

I. Administrative Salary Schedule

No administrative salary schedule adopted.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$27,500
Assistant Superintendent and Dean of Business Services	12	21,000
Assistant Superintendent and Dean of Campus Facilities	12	21,000
Assistant Superintendent and Dean of Instruction	12	21,000
Assistant Superintendent and Dean of Student Personnel	12	21,000
Dean of Instruction, Extended Day and Summer Session	12	18,000
Assistant Dean of Instruction, Vocational and Technical Education	12	18,000
Assistant Dean of Student Personnel, Admissions and Records	12	18,000
Assistant Dean of Student Personnel, Guidance and Counseling	12	18,000
Assistant Dean of Student Personnel, Student Activities	12	18,000
Assistant to the President	12	14,877
Head Librarian	12	16,500
Coordinator of Community Services	12	14,877

YOSEMITE JUNIOR COLLEGE DISTRICT
COLUMBIA JUNIOR COLLEGE
MODESTO JUNIOR COLLEGE

I. Administrative Salary Schedule

Position	Responsibility Ratio	Time Ratio	Combined Ratio*
College Director, C.J.C.	.30	.25	.55
Vice-Presidents, M.J.C. Instruction, Student Personnel	.20	.25	.45
Dean or Director of a Division C.J.C. and M.J.C.	.15	.25	.40
Dean of Admissions and Records, Dean of Men, and Dean of Women	.10	.20	.30
Administrative Assistant to Superintendent/President and Dean of Men	.20	.20	.40
Supervisors and Assistant Deans	.10	.20	.30

*Ratio factor applied to placement on regular teachers' salary schedule.

The above responsibility ratios to be reduced 20% the first year an employee is assigned to the position, and 10% the second year. Full ratio to be applicable the third year in the position.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent*	12	$24,000
Administrative Assistant (also Dean of Men and Director, Student Activities, Modesto Junior College)	11½	19,012
Assistant to Superintendent-Campus Planning	11	17,136
Columbia Junior College		
Director	12	20,642
Dean of General Education	12	16,550
Dean of Occupational Education	12	16,309
Modesto Junior College		
Acting President*	12	24,000
Vice-President-Instruction	12	20,706
Vice-President-Student Personnel	12	20,706
Dean of Adult Education	12	17,614
Dean of Admissions and Records and Registration	12	18,333
Dean of Women	11½	15,704
Assistant Dean of Adult Division	12 (½ time)	9,792
Director of Vocational Education	12	19,012
Assistant Director, Student Activities	11	14,803

*Superintendent and Acting President (MJC) is same individual.

YUBA JUNIOR COLLEGE DISTRICT
YUBA COLLEGE

I. Administrative Salary Schedule

Salaries of administrative and extra-duty personnel, except that of the Superintendent, President, and the two Assistant Superintendents, are determined by using the base salary to which the individual would be entitled as a classroom instructor, on the current teachers' salary schedule and multiplying that base salary by the ratio shown below. (See Salary Schedules for Teaching Personnel in California Public Junior Colleges.)

Position	Ratio (To Base Salary)*	Months of Service
Superintendent, President, and the two Assistant Superintendents	**	12
Dean of Admissions and Counseling	1.25	12
Dean of Special Educational Services	1.25	12
Assistant Dean of Special Educational Services	1.20	12
Counselor and Dean of Activities and Housing	1.20	12
Counselor and Dean of Men	1.20	12
Counselor and Dean of Women	1.20	12

*Base salary is that full-time salary to which the staff member is entitled on the teachers' salary schedule as a classroom instructor and is determined by the class and step to which he is properly assigned upon the basis of his education and teaching experience.

**The salaries of the Superintendent, President, and the two Assistant Superintendents are determined periodically by the governing board.

II. Administrative Salaries for 1967-68

Position	Number of Months' Service	Salary
Superintendent/President	12	$23,000
Assistant Superintendent for Academic Affairs and Vice President	12	18,360
Assistant Superintendent for Business Affairs	12	17,820
Dean of Activities and Counselor	12	15,672
Dean of Admissions and Counseling	12	16,326
Dean of Men - Counselor - Director of Housing	12	14,612
Dean of Special Educational Services	12	16,326
Dean of Women - Counselor	12	15,672
Assistant Dean of Special Educational Affairs	12	15,147